DOCUMENT RESUME

ED 348 897 HE 024 245

AUTHOR	Creal, Richard C.; Donofrio, Kathleen
TITLE	Administrative Compensation Survey, 1990-91.
INSTITUTION	Brookings Institution, Washington, D.C.; College and Univ. Personnel Association, Washington, D.C.
REPORT NO	ISBN-0-910402-97-3
PUB DATE	91
NOTE	129p.
AVAILABLE FROM	College and University Personnel Association, 1233 20th St., N.W., Suite 503, Washington, DC 20036 ($65 CUPA members, $160 participating non-members; $285 non-participating non-members).
PUB TYPE	Statistical Data (110) -- Reports - Research/Technical (143) -- Tests/Evaluation Instruments (160)
EDRS PRICE	MF01 Plus Postage. PC Not Available from EDRS.
DESCRIPTORS	*Administrators; *Compensation (Remuneration); Higher Education; Minority Groups; National Surveys; Private Colleges; Public Colleges; *Salaries; Sex Differences

ABSTRACT

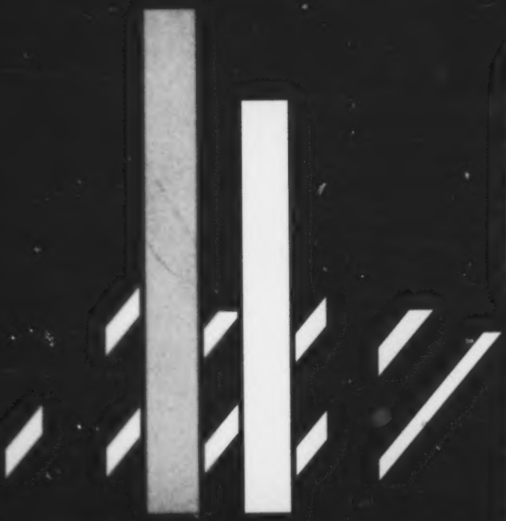
This 14th annual compensation survey provides a broad range of 1990-91 salary data available for college and university administrators in 168 positions common to most higher education institutions. The survey data were gathered from 1,402 institutions (a 41% response rate). General tables provide median salary data for all institutions, public institutions, private-independent institutions and private-religious institutions, by budget quartiles and by enrollment quartiles. Comparative tables provide salary percentiles by institutional classification (doctoral, comprehensive, baccalaureate, and two-year institutions) and by budget range. Thirty-two tables compare median salaries between males and females, between minorities and non-minorities, between inside and outside hires, and by median years of service. Appendices contain a list of responding institutions, a salary comparison worksheet, a copy of the survey questionnaire, and a list of institutional classification codes developed by the National Center for Education Statistics. (JDD)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED348897

C U P A

1990-91 Administrative Compensation Survey



HE 024 245

"PERMISSION TO REPRODUCE THIS MATERIAL IN **OTHER THAN PAPER COPY** HAS BEEN GRANTED BY
L. F. Welzenbach
CUPA
TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)
☑ This document has been reproduced as received from the person or organization originating it.
☐ Minor changes have been made to improve reproduction quality.
- Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

BEST COPY AVAILABLE

1990-91 Administrative Compensation Survey

By

Richard C. Creal
Kathleen Donofrio
and
The Brookings Institution

College and University Personnel Association

ABOUT CUPA

The College and University Personnel Association (CUPA) is an international network of nearly 6,000 personnel administrators representing more than 1,500 colleges and universities. Through regular and special publications and studies, CUPA works to keep its members informed of the latest legal, legislative, and regulatory developments affecting personnel administration, as well as trends and innovative policies and practices in the field. Services include a semi-monthly newsletter, a journal, an annual convention, regional meetings, and seminars on timely topics of special interest to the human resource professional. CUPA is an AA/EEO employer. For further information, contact, CUPA, 1233 Twentieth St., N.W., Suite 503, Washington, D.C., 20036, (202) 429-0311.

1990-91 ADMINISTRATIVE COMPENSATION SURVEY
Copyright ©1991 by the College and University Personnel Association
All rights reserved.
1233 Twentieth St. N.W., Suite 503, Washington, DC 20036
International Standard Book No. 0-910402-97-3

Typesetting by Stephanie Hancock

CONTENTS

List of Tables.....iv

Acknowledgments.....v

Introduction.....vi

- Position Changes for 1990-91.....vii
- Profile of Participating Institutions.....viii
- Survey Methodology.....ix
- Definitions and General Characteristics.....x
- 1990-91 Salary Increases.....xi

Tables.....1

Appendices

- Appendix A: Responding Institutions.....67
- Appendix B: Special Study Order Form.....91
- Appendix C: NCES Codes.....93
- Appendix D: Salary Comparison Worksheet.....94
- Appendix E: Survey Questionnaire.....97

LIST OF TABLES

Table Number	General Tables	Page Number
1	All Institutions By Budget Quartiles	2
2	All Public Institutions By Budget Quartiles	4
3	All Private-Independent Institutions By Budget Quartiles	6
4	All Private-Religious Institutions By Budget Quartiles	8
5	All Institutions By Enrollment Quartiles	10
6	All Public Institutions By Enrollment Quartiles	12
7	All Private-Independent Institutions By Enrollment Quartiles	14
8	All Private-Religious Institutions By Enrollment Quartiles	16

Comparative Tables

By Institutional Classification

9	Salary Percentiles for All Doctoral Institutions	18
10	Salary Percentiles for All Comprehensive Institutions	20
11	Salary Percentiles for All Baccalaureate Institutions	22
12	Salary Percentiles for All Two Year Institutions	24

	By Budget	Budget Range	
13	Doctoral Institutions	$93 Million or Less	26
14	Doctoral Institutions	$93-$191.8 Million	28
15	Doctoral Institutions	$191.8-$330.8 Million	30
16	Doctoral Institutions	$330.8 Million or More	32
17	Comprehensive Institutions	$24 Million or Less	34
18	Comprehensive Institutions	$24-$37.8 Million	36
19	Comprehensive Institutions	$37.8-$62 Million	38
20	Comprehensive Institutions	$62 Million or More	40
21	General Baccalaureate Institutions	$8 Million or Less	42
22	General Baccalaureate Institutions	$8-$12 Million	44
23	General Baccalaureate Institutions	$12-$20 Million	46
24	General Baccalaureate Institutions	$20 Million or More	48
25	Two Year Institutions	$6.4 Million or Less	50
26	Two Year Institutions	$6.4-$11 Million	52
27	Two Year Institutions	$11-$20 Million	54
28	Two Year Institutions	$20 Million or More	56

Special Tables

29	Comparison Between Males and Females—By Institutional Classification	58
30	Comparison Between Minorities and Non-minorities—By Institutional Classification	60
31	Comparison Between Inside and Outside Hires—By Institutional Classification	62
32	Comparison of Median Years of Service—By Institutional Classification	64

ACKNOWLEDGMENTS

The 1990-91 *Administrative Compensation Survey* report is the result of the combined efforts of many persons. Based upon the commitment of the Board of Directors to provide administrative salary data consistent with the needs of CUPA members, the annual report has become an increasingly useful tool for the higher education community. It is a tribute to the persons who work closely to ensure the quality report which is provided each year.

Recognition of their contributions to this year's report should be given to the Ad Comp Advisory Committee, Kathleen E. Donofrio, Loyola College in Maryland, Chair; John M. Toller, University of Connecticut; Forest C. Benedict, University of Missouri System; Kirk Beyer, University of Nebraska-Lincoln; and Jim Bryan, Delaware County Community College; to the production group at The Brookings Institution, particularly Carole Newman and Robin Donaldson; and the CUPA staff headed by Lourie W. Reichenberg and Susan Cipollini. To these and the others who have provided the ideas, the direction, and the daily effort to ensure another successful survey report, CUPA extends a hearty thank you.

Richard C. Creal
Executive Director, CUPA

A SPECIAL NOTE . . .

More than any others, the names Forest Benedict and John Toller are synonymous with CUPA's AdComp Survey. Their unstinting, and largely unsung, efforts over many years have combined to contribute much to the credibility and reliability which the nation's higher education community places on this, CUPA's most visible endeavor. As such, their service has served us well.

It is appropriate that we acknowledge the volunteer contribution of our colleagues in this year of transition as they pass the torch to those of us who would follow in their footsteps: Forest C. Benedict, Director of Human Resource Services & Analysis, University of Missouri-System and John M. Toller, Director of Personnel, University of Connecticut.

Their service has set the standard against which all others' will be measured. From your colleagues at The Brookings Institution, the CUPA national office, and your co-workers on the committee: Thanks for everything! CUPA could not have done it without you.

Kathleen Donofrio
Chair, AdComp Advisory Committee

INTRODUCTION

CUPA's annual *Administrative Compensation Survey* is designed to provide the most comprehensive and up-to-date salary data available for college and university administrators. With human resource costs ranging from 65 to 85 percent of operating expenditures in our colleges and universities, it is essential for this investment to be managed in the most effective manner possible. To meet that objective, the *1990-91 Administrative Compensation Survey* provides a broad range of salary data to enable decision makers to evaluate their current pay levels and plan their compensation budgets appropriately.

The *1990-91 Administrative Compensation Survey* marks the fourteenth year that CUPA has conducted this survey on an annual basis. Selection of surveyed positions is based on an analysis of the administrative positions common to most higher education institutions. The positions are reviewed annually by the Administrative Compensation Survey Committee and other higher education associations. This year's survey reports data on 168 of these positions.

With each survey we learn more about the salary information requirements of higher education and consequently, appropriate modifications are made to improve the methods of collecting data and presenting the results. We believe that annual refinements in the survey better serve the needs of CUPA members in particular, and higher education in general. To that end, we invite your suggestions for improved collection and reporting of salary data.

POSITION CHANGES FOR 1990-91

- Added Position 501.50, Dean of Students—Reports to the Chief Student Affairs Officer and is responsible for such functions as student activities, housing, discipline, orientation, etc.

- Changed title of Position 502.00, Director, Admissions to Chief Admissions Officer.

- Added Position 509.00, Director of Union and Student Activities—Directs the operation of a student union building and related student activities. Functions typically include supervision of food service facilities, guest rooms, information desk, recreational facilities, and arrangements for special functions or activities and coordination of all student activities and supervision of student organizations.

- Modified definition of Position 511.00, Director, Student Union—Directs the operation of a student union building and related student activities. Functions typically include supervision of food service facilities, activities programming, guest rooms, information desk, recreational facilities, and arrangements for special functions or activities.

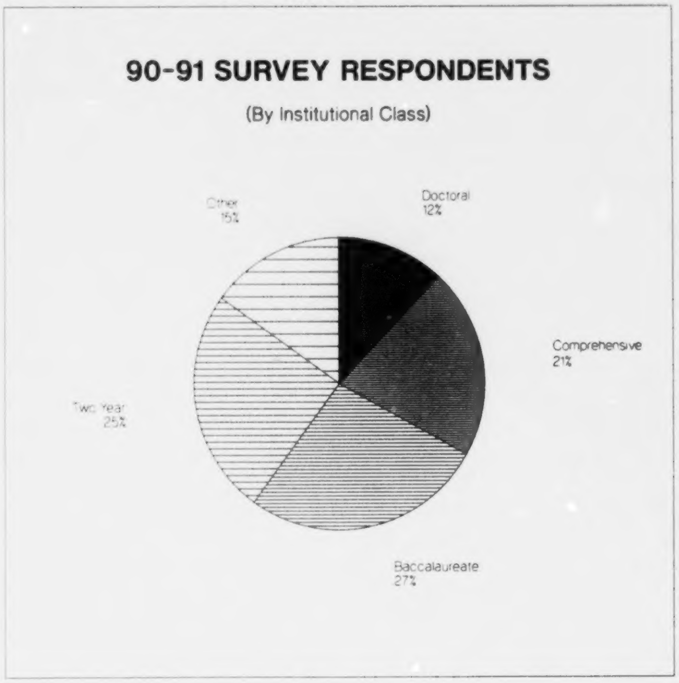
- Deleted Position 511.20, Student Union Business Manager.

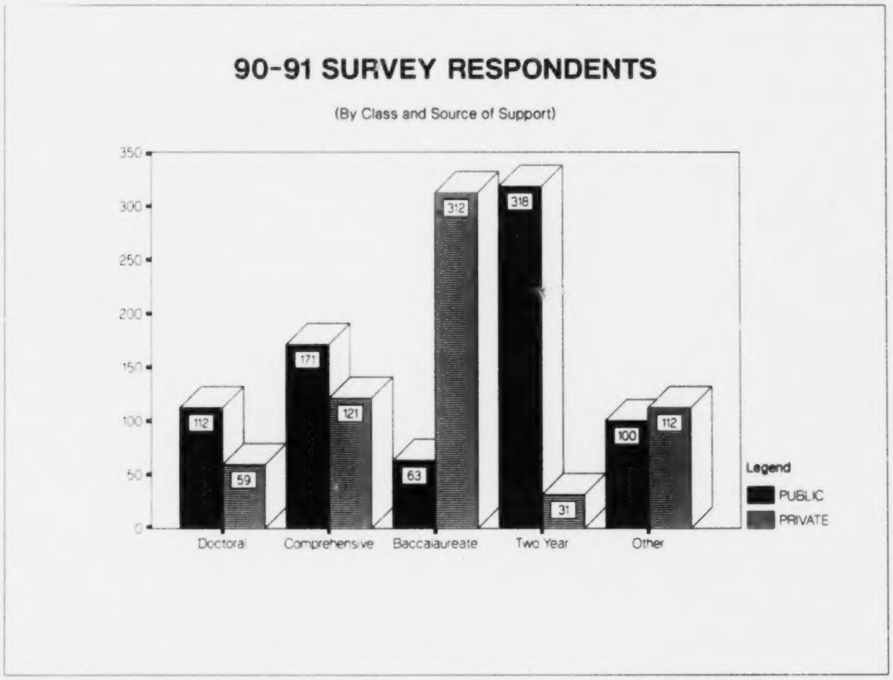
- Changed title of Position 523.00, Director, Enrollment Management to Chief, Enrollment Management.

Cautionary Note: The General Tables should be used only to obtain a broad overview of position salaries because these include data from all reporting institutions. For comparative analyses between positions or among institutions, consult the Comparative Tables. More specific data to meet the specialized requirements or preferences of an institution is available through customized reports. (See Special Study Information in Appendix B.)

PROFILE OF PARTICIPATING INSTITUTIONS

Survey questionnaires were sent to approximately 3,400 higher education institutions, of which 1,402 responded by the deadline date of October 1, 1990. This gave a 41 percent response rate which is in line with the response for previous years. The alphabetical list of respondents that appears in Appendix A indicates each institution's classification, source of financial support, system affiliation, and state of residence. The charts on this page identify survey respondents by institutional class and source of support.





SURVEY METHODOLOGY

The survey questionnaire was mailed out in August 1990 to all higher education institutions. This questionnaire, along with a letter of invitation, was mailed with a requested return date of October 1, 1990. Instructions for reporting the data and summary descriptions of the 168 positions for which data were sought accompanied the questionnaire. Appendix E contains the survey form and instructions along with the summary position descriptions.

To ensure the confidentiality of the data, the staff of The Brookings Institution in Washington, D.C. processed the report from receiving the surveys, to data entry, and finally compilation of the tables and graphs using SPSS-X, a statistical software package. This information was then given to CUPA where the survey was produced in the format that you see here.

DEFINITIONS AND GENERAL CHARACTERISTICS

Data Specifications

Respondents were asked to observe the following specifications in reporting their data:

- Salaries are those in effect during the fall of 1990.
- Salaries are at an annualized, full-time rate; they reflect only actual cash earnings, excluding any services contributed without charge.
- Enrollment and budget figures are for the operating year 1990-91.
- Enrollment is stated in terms of equivalent full-time students.
- Budgets include amounts for current educational and general operations, including research funds. Budgets do not include amounts for student aid, auxiliary enterprises such as hospitals, service departments, capital expenditures and similar activities.

Percentile Range

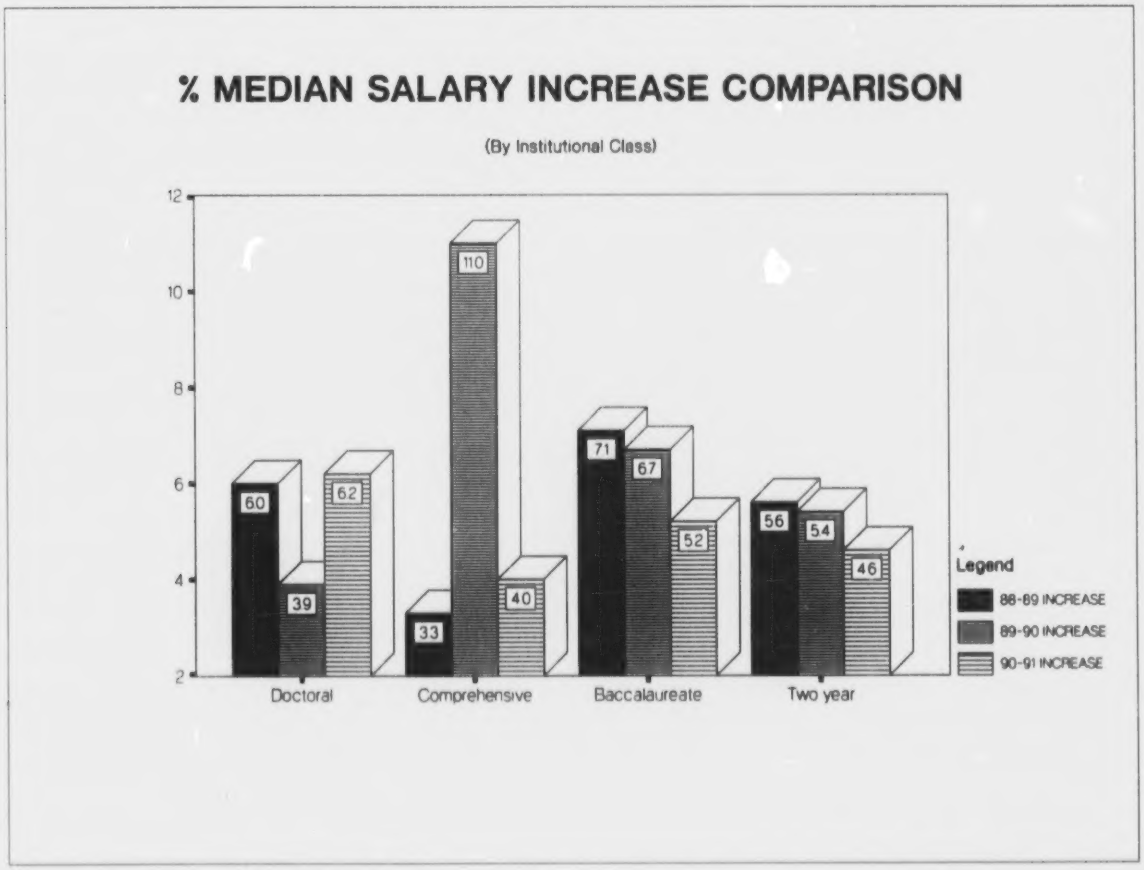
Salary data shown on the basic tables in this report indicate the median and the percentile range for each position.

- The MEDIAN is the middle value in an array of all salaries for the position; half of the salaries are lower than the median and half are higher. The median is considered a more reliable measure than the mean/average because it is not skewed by extremely high and low salaries as is the mean.
- The 20th percentile indicates the salary level that 20 percent of all reported salaries either equal or fall below.
- The 40th percentile indicates the salary level that 40 percent of all reported salaries either equal or fall below.
- The 60th percentile indicates the salary level that 60 percent of all reported salaries either equal or fall below.
- The 80th percentile indicates the salary level that 80 percent of all reported salaries either equal or fall below.

1990-91 SALARY INCREASES

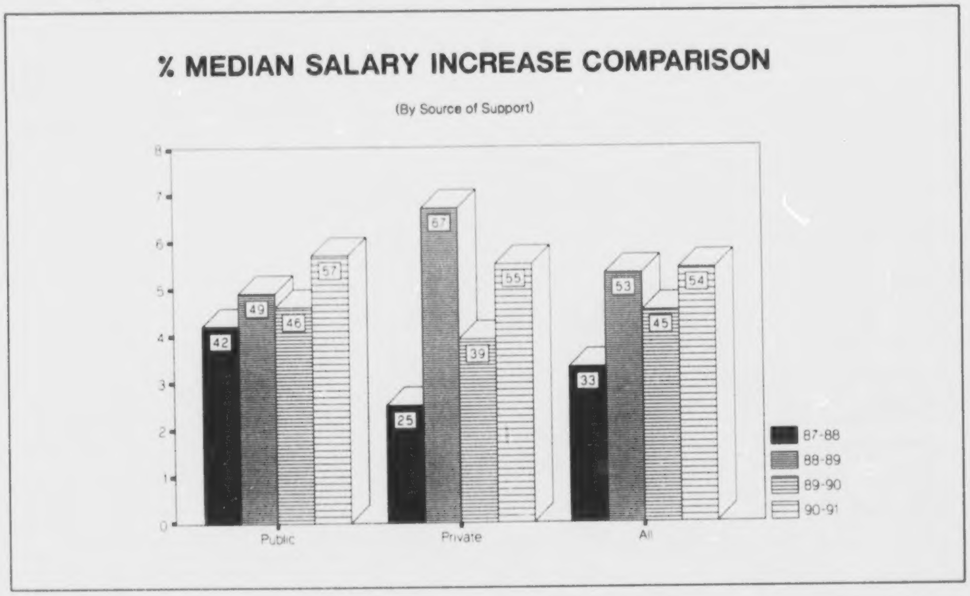
For the positions surveyed in 1990-91, the percentage increase of median salaries by institutional classification, source of support, and job family are shown on the following charts. The overall increase for 1990-91 was 5.4 percent.

According to the chart below, for all institutional classifications except doctoral institutions, the rate of increase was lower than in previous years. Doctoral institutions had an increase of 6.2 percent from 1989-90 to 1990-91, also higher than any other classification. The increase for comprehensive institutions was 4 percent in 1990-91. The increase for general baccalaureate institutions was 5.2 percent and 4.6 percent for two-year institutions.

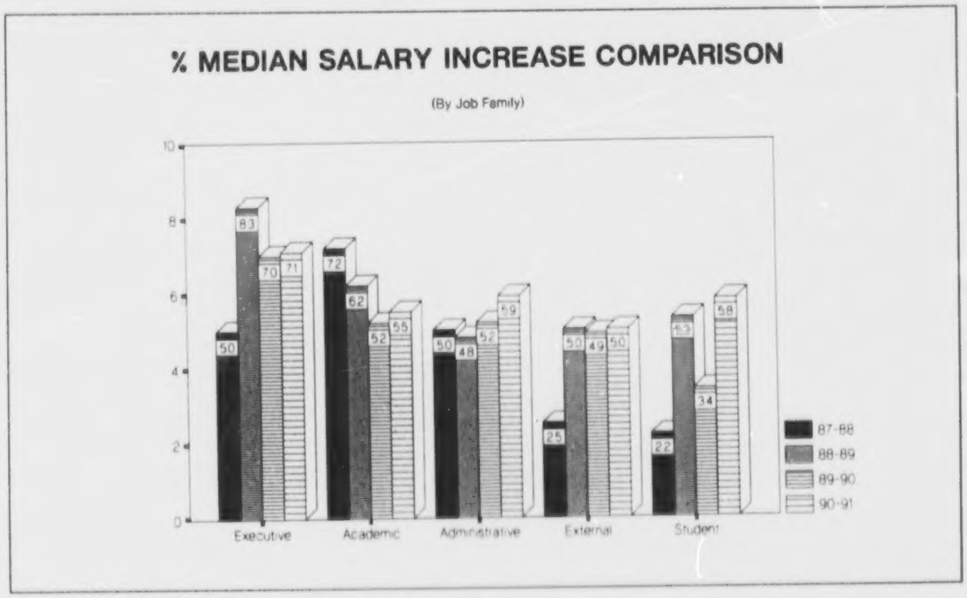

% MEDIAN SALARY INCREASE COMPARISON

(By Institutional Class)

When examining the median salaries by source of support, the percentage increase is higher in 1990-91 than in 1989-90 for all institutions. With the exception of public institutions, the trend from 1986-87 to 1990-91 seems to be fairly uneven. From 1989-90 to 1990-91 increases were 5.7 percent for public institutions, 5.5 percent for private institutions, and 5.4 percent for all institutions.



The percentage increases by job family indicate a higher increase in 1990-91 median salaries than in the previous year. Across all jobs, those increases were 7.1 percent for executive positions, 5.5 percent for academic positions, 5.9 percent for administrative positions, 5.0 percent for external affairs positions, and 5.8 percent for student affairs positions. The highest increase in salaries occurred in the executive positions.



SPECIAL STUDY INFORMATION

The survey tables summarize the compensation data that have been found to be of greatest interest and value to the majority of participants. However, the data base from which these tables were developed can provide a great deal of additional information. CUPA uses this data to formulate salary survey information to meet the specialized requirements or preferences of a particular institution.

Customized reports can be provided on:

- Any group of named institutions selected from the list of respondents (provided that at least eight institutions are included to maintain confidentiality of information). Data are not identified by institution.
- Demographic characteristics alone or in combinations, including: budget, enrollment, faculty size, staff size, institutional type, source of support, and system structure.
- Institutions within a given geographic region or state.

In effect, any of the institutional characteristics reported on in the survey questionnaire may be used to sort the desired information—individually or in any combination. All results are accompanied by a list of the respondents that were selected to provide the sample data. These reports can be ordered throughout the year by using the form in Appendix B.

Other uses of data requiring manipulation and display techniques are possible. Such specialized needs should be discussed with CUPA national office staff at (202) 429-0311, Ext. 2.

1990-91 SALARY COMPARISON WORKSHEET

As part of the 1990-91 survey report a sample Salary Comparison Worksheet has been included (see Appendix D). This worksheet may be used to compare institutional salaries with survey salaries through calculation of a salary comparison percentage ratio for individual positions, families of positions, and all positions in the organization. Calculated salary comparisons of specific colleges and universities may be requested as a Special Study through the CUPA national office. Questions regarding the worksheet may be directed to the CUPA office.

Tables

TABLE 1
MEDIAN SALARY BY BUDGET QUARTILES FOR ALL INSTITUTIONS

CUPA 1990-91 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR ALL INSTITUTIONS				ALL INSTITUTIONS	ALL INSTITUTIONS
	QUARTILE 1 $8.8 MIL OR LESS	QUARTILE 2 $8.8-$19 MIL	QUARTILE 3 $19-$48.9 MIL	QUARTILE 4 $48.9 MIL OR MORE	MEDIAN BUDGET $19 MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$70,000	$79,200	$93,848	$126,990	$98,666	237
101.10 Asst to CEO/System	$43,446	$45,000	$48,341	$67,147	$60,000	86
102.00 CEO / Single Inst	$73,715	$88,000	$99,276	$124,800	$93,000	1116
102.10 Asst to CEO/Single	$34,177	$37,806	$47,856	$58,830	$46,465	537
103.00 Exec Vice Pres	$60,000	$65,208	$77,256	$104,000	$76,740	221
ACADEMIC						
201.00 Chief Acad Off	$52,683	$64,566	$77,410	$100,404	$70,721	1264
202.00 Chf Hlth Prof Off	$42,673	$47,870	$58,650	$143,705	$89,444	86
203.00 Dir Library Serv	$32,457	$40,255	$51,390	$69,600	$46,480	1118
203.10 Circulatn Librarian	$21,000	$23,367	$27,513	$33,500	$28,000	513
203.20 Acquistns Librarian	$21,550	$26,243	$30,822	$37,991	$31,922	470
203.30 Tech Serv Librarian	$22,557	$27,973	$34,057	$43,668	$32,700	641
203.40 Public Serv Librarian	$25,700	$28,484	$33,044	$45,144	$34,080	420
203.50 Reference Librarian	$23,000	$27,167	$30,895	$37,353	$30,428	678
204.00 Dir Instit Research	$35,439	$39,088	$45,263	$57,370	$47,290	533
204.10 Assc Dir Inst Res	$49,310	$33,000	$34,621	$40,800	$38,292	125
205.00 Dir Educ Media Serv	$25,373	$28,992	$35,608	$46,848	$35,900	521
206.00 Dir Learning Res Ctr	$30,374	$36,984	$39,400	$48,487	$38,500	408
207.00 Dir Internatl Std Ed	$40,765	$38,493	$43,500	$54,484	$48,438	210
208.00 Dir Comp Ctr,Opr/Acad	$31,745	$36,812	$47,010	$60,000	$47,100	417
208.10 Assc Dir CC Opr/Acad	$21,100	$27,732	$33,842	$51,930	$40,380	163
209.00 Admn,Grants-Contract	$33,537	$30,530	$40,555	$55,682	$46,027	434
210.00 Dean,Architecture	$62,202	*	$58,297	$88,400	$87,255	57
211.00 Dean,Agriculture	$41,792	$52,281	$63,493	$93,118	$84,700	73
212.00 Dean,Arts & Letters	$37,301	$50,504	$63,250	$80,376	$61,250	121
213.00 Dean,Arts & Sciences	$43,900	$52,204	$65,194	$87,946	$70,000	391
214.00 Dean,Business	$41,151	$51,359	$67,234	$92,910	$70,000	594
215.00 Dean,Communications	$35,684	$42,266	$53,838	$82,107	$57,600	85
216.00 Dean,Continuing Ed	$42,763	$47,000	$55,172	$68,742	$53,400	527
217.00 Dean,Dentistry	$29,470	$51,090	$50,334	$116,806	$115,000	43
218.00 Dean,Education	$39,060	$51,000	$63,864	$81,524	$68,300	397
219.00 Dean,Engineering	$47,660	$54,466	$65,566	$102,900	$88,564	241
221.00 Dean,Extension	$47,985	$41,725	$60,523	$80,625	$60,862	87
222.00 Dean,Fine Arts	$32,100	$45,368	$58,509	$76,100	$60,765	164
223.00 Dean,Graduate Program	$44,585	$49,000	$61,358	$79,308	$68,784	379
224.00 Dean,Hlth-Rltd Prof	$45,134	$47,125	$61,640	$77,462	$62,205	204
225.00 Dean,Home Economics	*	*	$58,778	$81,722	$77,425	46
226.00 Dean,Humanities	$41,874	$48,500	$53,601	$72,704	$52,384	182
227.00 Dean,Instruction	$48,712	$52,920	$62,167	$64,600	$56,476	46
228.00 Dean,Law	$73,450	$82,860	$112,500	$123,480	$120,338	120
229.00 Dean,Lib & Inf Sci	$49,800	$47,308	$57,774	$81,000	$68,000	65
230.00 Dean,Mathematics	$37,000	$48,500	$54,752	$67,517	$52,164	89
231.00 Dean,Medicine	*	$111,932	$149,019	$160,912	$160,172	64
232.00 Dean,Music	$30,000	$47,970	$61,500	$80,000	$66,000	69
233.00 Dean,Nursing	$41,337	$46,700	$57,695	$81,895	$60,000	262
234.00 Dean,Occ Std/Voc Ed	$46,041	$48,620	$59,604	$69,948	$54,600	207
235.00 Dean,Pharmacy	*	$66,556	$83,408	$97,800	$93,445	50
236.00 Dean,Public Health	*	*	$46,000	$114,000	$110,750	14
237.00 Dean,Sciences	$39,216	$50,852	$58,625	$88,500	$58,314	221
238.00 Dean,Social Sciences	$36,195	$46,685	$57,630	$78,977	$53,273	179
239.00 Dean,Social Work	$39,648	$50,497	$68,159	$87,111	$78,981	58
240.00 Dean,Special Programs	$38,816	$43,162	$56,048	$66,219	$47,000	113
241.00 Dean,Undergrad Prog	$47,575	$54,000	$63,820	$75,100	$61,392	97
242.00 Dean,Veterinary Sci	*	*	*	$106,963	$106,963	20
ADMINISTRATIVE						
301.00 Chief Business Off	$49,060	$61,364	$75,000	$93,500	$67,760	1103
301.01 Chief Admin Off	$48,428	$53,800	$64,500	$85,000	$65,150	225
301.02 Chief Financial Off	$44,112	$50,350	$61,991	$76,158	$62,000	341
301.10 Dir Health & Safety	$22,470	$40,629	$40,268	$49,505	$46,720	192
301.20 Dir Telecommunic	$22,328	$33,000	$38,100	$51,816	$45,000	302
302.00 Chief Planning Off	$43,000	$51,900	$60,214	$69,990	$62,250	192
303.00 Chief Budgeting Off	$35,070	$41,200	$50,964	$60,750	$52,838	395
303.10 Assc Budget Dir	$32,400	$33,538	$39,360	$48,300	$43,038	187
304.00 Chief Plan-Budgt Off	$44,738	$49,089	$53,000	$76,232	$68,709	98
305.00 General Counsel	$70,460	$42,400	$52,140	$75,420	$71,175	195
305.10 Staff Attorneys	$50,800	$27,563	$44,000	$53,887	$52,084	94
306.00 Chf Personnel/HR Off	$31,166	$36,750	$47,043	$63,215	$49,429	768
306.10 Assc Dir Pers/HR	$28,333	$30,000	$33,142	$47,311	$39,000	298
306.20 Manager Benefits	$22,646	$24,333	$27,538	$36,033	$32,000	358
306.30 Manager Training-Dev	$30,000	$42,002	$31,638	$36,223	$35,767	151
306.40 Manager Empl Relatns	$20,500	$27,850	$37,010	$39,953	$38,925	89
306.50 Manager Labor Rel	*	$51,396	$51,837	$52,521	$52,521	50
306.60 Manager Employment	$25,191	$27,235	$28,666	$34,607	$32,500	239
306.70 Mgr Wage-Sal/Mgr,Comp	$22,488	$34,409	$30,000	$37,420	$35,977	191
306.80 Mgr Personnel Inf Sys	*	$29,647	$28,000	$36,192	$34,041	104
307.00 Dir AA/EEO	$35,000	$40,000	$43,064	$53,550	$49,737	318
307.10 Assc Dir AA/EEO	$30,216	$27,251	$38,469	$35,839	$35,839	75
308.00 Dir Pers-AA	$31,655	$36,098	$45,000	$56,598	$40,500	217
309.00 Dir Computer Center	$35,808	$43,380	$54,464	$72,216	$53,500	660
309.10 Assc Dir Computer Ctr	$25,653	$32,350	$41,892	$56,825	$44,398	255
309.20 Data Base Admin	$26,927	$30,751	$36,925	$46,787	$43,270	205
309.30 Sys Analyst I-Hi	$29,586	$31,798	$35,080	$42,000	$38,410	413
309.40 Sys Analyst II-Lo	$25,732	$24,492	$29,585	$33,532	$30,782	272
309.50 Prog Analyst I-Hi	$26,200	$28,488	$32,447	$34,712	$32,427	559
309.60 Prog Analyst II-Lo	$22,453	$23,595	$26,000	$26,452	$25,737	467
310.00 Dir, Comp Ctr Opr/Ad	$29,200	$36,805	$47,505	$60,281	$46,503	400

*denotes 3 cases or fewer.

TABLE 1
MEDIAN SALARY BY BUDGET QUARTILES FOR ALL INSTITUTIONS

CUPA 1990-91 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR ALL INSTITUTIONS				ALL INSTITUTIONS	ALL INSTITUTIONS
	QUARTILE 1 $8.8 MIL OR LESS	QUARTILE 2 $8.8-$19 MIL	QUARTILE 3 $19-$48.9 MIL	QUARTILE 4 $48.9 MIL OR MORE	MEDIAN BUDGET $19 MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
310.10 Asst Dir Comp Ctr	$24,220	$30,200	$37,988	$51,394	$42,102	168
311.00 Dir Inform Systems	$35,037	$42,950	$53,396	$62,355	$54,994	278
312.00 Chf Phys Plnt/Fac	$32,078	$41,144	$50,232	$65,314	$48,200	1093
312.10 Assc Dir Phys Plnt	$26,966	$30,496	$39,800	$51,600	$40,000	521
312.20 Mgr Landscape/Grds	$21,744	$25,125	$29,766	$36,201	$30,898	512
312.30 Mgr Bldg Mnt Trades	$25,000	$29,522	$33,332	$39,613	$34,405	430
312.40 Mgr Tech Trades	$28,938	$27,929	$32,418	$39,203	$34,920	197
312.50 Mgr Custodial Srv	$20,400	$24,071	$30,000	$36,020	$29,946	567
312.60 Mgr Power Plant	$23,865	$32,084	$34,732	$41,787	$37,615	254
313.00 Comptroller	$32,910	$39,911	$50,986	$63,500	$48,240	746
313.10 Manager Payroll	$21,606	$23,380	$27,800	$36,600	$30,484	556
314.00 Dir Accounting	$28,773	$31,966	$39,375	$48,250	$40,432	528
314.10 Staff Accountant-Hi	$23,770	$26,063	$30,000	$31,740	$29,258	554
314.20 Staff Accountant-Lo	$19,671	$22,710	$24,159	$24,705	$23,820	450
315.00 Bursar	$22,419	$28,665	$34,700	$43,260	$36,206	385
315.10 Assc Bursar	$20,800	$20,238	$27,825	$34,584	$28,675	102
316.00 Dir Purchasing	$23,775	$29,170	$36,720	$48,887	$38,326	703
316.10 Assc Dir Purchasing	$24,000	$21,998	$27,192	$39,169	$34,350	215
317.00 Dir Bookstore	$19,900	$25,237	$33,000	$44,100	$29,862	711
317.10 Assc Dir Bookstore	$18,000	$18,971	$23,521	$31,440	$24,912	191
318.00 Dir Internal Audit	$33,530	$34,650	$36,100	$51,593	$46,640	315
319.00 Dir Aux Services	$28,278	$41,222	$44,186	$58,128	$46,980	327
319.10 Mgr Mail Services	$14,999	$17,070	$21,364	$28,527	$22,725	465
320.00 Dir Campus Security	$21,985	$27,400	$35,621	$48,392	$36,764	793
321.00 Dir Risk Mgt/Ins	*	$32,145	$42,150	$51,300	$48,300	137
322.00 Admin Hosp Med Ctr	$41,879	$25,140	$106,123	$125,970	$125,035	43
322.10 Dir Med Ctr Pub Rel	$60,000	$41,605	$36,451	$55,908	$55,775	41
322.20 Dir Med Ctr Pers	*	$17,850	*	$57,860	$57,720	25
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$44,900	$57,466	$66,000	$84,500	$61,175	806
401.10 Dir Annual Giving	$30,000	$31,077	$35,000	$41,325	$35,265	474
401.20 Dir Corp/Fndtn Rel	$31,555	$34,275	$40,040	$49,554	$41,354	354
401.30 Coord Res Dev	$23,724	$25,500	$30,005	$35,000	$30,500	203
401.40 Dir Estate Pln	$36,000	$36,729	$45,000	$54,199	$45,150	189
402.00 Chf Public Rel Off	$28,410	$35,030	$44,100	$63,747	$42,298	683
402.10 Dir Gov/Leg Rel	$43,279	$36,016	$56,504	$67,648	$64,685	154
403.00 Chf Dev/Pub Rel Off	$37,482	$48,590	$67,224	$87,096	$67,980	226
404.00 Dir Alumni Affairs	$25,349	$30,000	$36,538	$47,100	$35,175	725
405.00 Dir Dev/Alumni Aff	$36,000	$42,000	$48,510	$60,133	$46,195	128
406.00 Dir Spec/Defer Gifts	$33,571	$35,694	$47,000	$50,141	$44,335	162
407.00 Dir Church Relations	$29,600	$34,640	$40,729	$54,390	$36,169	70
408.00 Dir Community Serv	$36,069	$41,715	$42,000	$49,468	$42,443	171
409.00 Dir Publications	$26,115	$30,923	$32,500	$42,974	$35,989	460
409.10 Assc Dir Publicatns	$23,200	$21,688	$29,165	$32,532	$28,920	173
409.20 Mgr Printing Srv	$19,173	$23,687	$28,620	$37,000	$30,500	465
410.00 Dir Info Office	$25,992	$29,320	$36,200	$50,957	$36,136	402
411.00 Dir News Bureau	$18,832	$23,060	$28,908	$36,986	$31,745	245
STUDENT SERVICES						
501.00 Chf Student Aff Off	$42,220	$51,237	$63,864	$81,500	$59,934	1036
501.50 Dean of Students	$37,613	$44,762	$50,000	$57,423	$47,621	448
502.00 Chief Admissions Off	$32,241	$41,376	$49,014	$55,720	$45,000	855
502.10 Assc Dir Admissions	$23,879	$26,716	$32,700	$37,605	$31,400	671
502.20 Admissions Counselor	$18,500	$20,085	$22,195	$23,806	$21,523	705
502.30 Academic Advisor	$25,000	$26,053	$29,407	$26,783	$27,040	272
503.00 Dir.Adm & Registrar	$37,053	$42,634	$50,400	$62,856	$45,893	201
504.00 Registrar	$28,173	$34,424	$43,300	$53,400	$39,400	1007
504.10 Assc Registrar	$23,047	$24,068	$31,906	$40,647	$34,247	358
504.20 Asst Registrar	$18,720	$22,186	$26,337	$30,521	$26,424	419
505.00 Dir Adm/Fin Aid	$37,728	$45,396	$53,731	$66,250	$47,567	136
506.00 Dir Student Fin Aid	$28,293	$34,200	$41,000	$50,488	$38,256	1163
506.10 Assc Dir Std Fin Aid	$20,198	$22,966	$28,000	$36,200	$28,476	619
507.00 Dir Food Services	$25,000	$30,658	$40,000	$50,328	$39,445	307
507.10 Assc Dir Food Serv	$18,000	$23,950	$31,444	$39,367	$33,180	151
508.00 Dir Student Housing	$22,833	$27,636	$35,000	$46,950	$35,900	584
508.10 Assc Dir Std Housing	$16,354	$22,000	$26,250	$35,300	$30,451	231
508.20 Housing Off/Adm Opr	$15,000	$22,344	$27,484	$37,768	$31,903	152
508.30 Housing Off/Res Life	$19,000	$22,638	$26,122	$35,480	$26,453	296
509.00 Dir, Union/Std Act	$23,763	$30,175	$37,120	$48,455	$37,623	134
510.00 Dir Foreign Students	$26,263	$26,120	$31,730	$39,537	$32,945	266
511.00 Dir Student Union	$17,987	$30,695	$37,542	$45,443	$39,900	258
511.10 Assc Dir Std Union	*	$25,662	$26,796	$35,201	$31,264	139
512.00 Dir Std Activities	$23,296	$26,489	$32,078	$39,180	$30,609	679
513.00 Dir Std Placement	$25,153	$30,000	$35,806	$46,448	$35,880	845
514.00 Dir Std Counseling	$29,248	$35,098	$43,030	$50,551	$41,556	817
514.10 Assc Dir Std Cnslg	$26,234	$26,750	$32,140	$41,990	$35,750	183
515.00 Dir Std Hlth-Physicn	$20,807	$35,657	$63,190	$80,238	$74,262	247
516.00 Dir Std Hlth-Nurse	$19,945	$23,209	$30,305	$37,485	$28,248	517
517.00 Dir Campus Ministries	$25,000	$28,591	$35,500	$42,275	$31,540	301
518.00 Dir Athletics	$33,600	$40,065	$51,780	$71,821	$48,810	821
519.00 Dir Sports Info	$20,000	$21,932	$25,382	$32,760	$27,055	458
520.00 Dir Athletics/Men	$26,710	$23,418	$46,970	$55,000	$50,700	53
521.00 Dir Athletics/Women	$22,835	$27,300	$37,026	$45,800	$39,141	131
522.00 Dir Campus Rec	$22,380	$25,725	$29,914	$39,026	$31,500	376
523.00 Chief Enrollment Mgmt	$38,854	$44,100	$53,824	$62,246	$52,505	150
524.00 Dir Minority Affairs	$29,120	$30,750	$34,070	$40,833	$37,012	275
525.00 Dir Conferences	$32,750	$27,790	$31,500	$43,325	$36,268	227

*denotes 3 cases or fewer.

TABLE 2
MEDIAN SALARY BY BUDGET QUARTILES FOR PUBLIC INSTITUTIONS

CUPA 1990-91 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR PUBLIC INSTITUTIONS				PUBLIC INSTITUTIONS	PUBLIC INSTITUTIONS
	QUARTILE 1 $11 MIL OR LESS	QUARTILE 2 $11-$25.7 MIL	QUARTILE 3 $25.7-$77 MIL	QUARTILE 4 $77 MIL OR MORE	MEDIAN BUDGET $25.7 MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$74,725	$84,400	$98,580	$126,495	$99,113	169
101.10 Asst to CEO/System	$52,891	$51,470	$52,724	$69,200	$62,209	69
102.00 CEO / Single Inst	$74,441	$88,275	$96,000	$123,150	$91,524	585
102.10 Asst to CEO/Single	$38,525	$43,811	$52,200	$62,172	$51,145	269
103.00 Exec Vice Pres	$61,000	$71,452	$75,411	$104,000	$78,198	117
ACADEMIC						
201.00 Chief Acad Off	$58,044	$68,037	$80,000	$103,000	$74,488	675
202.00 Chf Hlth Prof Off	$42,673	$47,846	$58,650	$130,205	$86,300	57
203.00 Dir Library Serv	$37,799	$47,124	$57,038	$75,000	$52,500	547
203.10 Circulatn Librarian	$29,833	$27,635	$31,893	$34,904	$32,156	262
203.20 Acquistns Librarian	$24,280	$30,600	$33,185	$39,874	$34,939	250
203.30 Tech Serv Librarian	$27,900	$32,801	$37,139	$49,155	$37,222	307
203.40 Public Serv Librarian	$29,160	$33,087	$36,721	$50,019	$37,585	223
203.50 Reference Librarian	$28,800	$31,016	$34,062	$39,015	$33,990	327
204.00 Dir Instit Research	$38,511	$43,003	$50,000	$58,102	$49,793	373
204.10 Asse Dir Inst Res	$49,695	$34,206	$36,189	$43,736	$39,323	99
205.00 Dir Educ Media Serv	$34,634	$36,600	$43,200	$54,000	$42,709	297
206.00 Dir Learning Res Ctr	$38,889	$42,500	$50,296	$50,746	$45,917	247
207.00 Dir Internatl Std Ed	$53,105	$42,850	$52,980	$61,596	$54,537	126
208.00 Dir Comp Ctr,Opr/Acad	$37,500	$41,545	$49,206	$64,683	$51,384	197
208.10 Asse Dir CC Opr/Acad	$32,987	$30,100	$39,814	$53,594	$45,195	76
209.00 Admn,Grants-Contract	$38,874	$39,677	$44,300	$59,596	$48,731	308
210.00 Dean,Architecture	$62,202	*	$79,100	$88,178	$86,509	46
211.00 Dean,Agriculture	$50,250	$60,263	$67,956	$96,495	$84,700	73
212.00 Dean,Arts & Letters	$48,800	$52,593	$65,201	$83,946	$62,498	95
213.00 Dean,Arts & Sciences	$48,808	$60,559	$69,976	$93,300	$70,463	262
214.00 Dean,Business	$47,445	$55,409	$71,005	$96,000	$69,600	417
215.00 Dean,Communications	$43,655	$42,783	$53,838	$86,268	$63,814	54
216.00 Dean,Continuing Ed	$46,545	$51,474	$58,358	$73,656	$55,388	368
217.00 Dean,Dentistry	*	$51,090	$56,933	$116,038	$114,000	28
218.00 Dean,Education	$51,256	$58,835	$67,701	$86,000	$71,308	286
219.00 Dean,Engineering	$49,461	$57,025	$72,258	$104,000	$89,954	181
221.00 Dean,Extension	$42,100	$45,440	$61,605	$81,716	$64,350	69
222.00 Dean,Fine Arts	$42,390	$50,718	$66,054	$76,700	$67,464	111
223.00 Dean,Graduate Program	$61,987	$53,850	$66,642	$84,300	$73,150	236
224.00 Dean,Hlth-Rltd Prof	$45,032	$51,562	$65,970	$83,337	$62,520	182
225.00 Dean,Home Economics	*	$62,169	$60,699	$82,500	$78,800	42
226.00 Dean,Humanities	$46,148	$52,265	$62,663	$82,640	$55,303	131
227.00 Dean,Instruction	$46,445	$56,056	$61,513	$71,055	$56,751	39
228.00 Dean,Law	$73,450	*	$92,624	$118,830	$115,000	61
229.00 Dean,Lib & Inf Sci	$49,800	$49,070	$62,171	$81,196	$67,500	57
230.00 Dean,Mathematics	$47,212	$50,845	$58,810	$87,789	$55,026	64
231.00 Dean,Medicine	*	*	$149,606	$152,564	$149,606	46
232.00 Dean,Music	$56,783	$78,750	$66,054	$80,350	$77,445	29
233.00 Dean,Nursing	$41,419	$51,315	$65,062	$87,310	$65,152	181
234.00 Dean,Occ Std/Voc Ed	$46,129	$51,039	$61,790	$73,500	$54,600	197
235.00 Dean,Pharmacy	*	$53,111	$75,450	$104,500	$98,002	38
236.00 Dean,Public Health	*	*	$67,310	$114,000	$107,500	11
237.00 Dean,Sciences	$45,800	$54,294	$62,812	$92,836	$62,051	165
238.00 Dean,Social Sciences	$50,769	$50,880	$64,000	$87,756	$59,236	126
239.00 Dean,Social Work	$55,500	$50,497	$70,659	$87,712	$81,454	40
240.00 Dean,Special Programs	$44,070	$44,942	$56,783	$78,155	$50,468	75
241.00 Dean,Undergrad Prog	$48,400	$58,027	$65,275	$70,788	$65,275	48
242.00 Dean,Veterinary Sci	*	*	*	$106,525	$106,525	19
ADMINISTRATIVE						
301.00 Chief Business Off	$52,534	$64,925	$75,631	$95,004	$70,000	613
301.01 Chief Admin Off	$51,304	$59,462	$69,387	$85,872	$67,868	136
301.02 Chief Financial Off	$44,224	$52,767	$62,000	$77,987	$62,807	195
301.10 Dir Health & Safety	$35,289	$40,629	$39,518	$52,584	$46,643	148
301.20 Dir Telecommunic	$32,240	$33,760	$41,600	$53,800	$46,783	206
302.00 Chief Planning Off	$51,844	$52,510	$62,237	$70,500	$62,713	138
303.00 Chief Budgeting Off	$45,239	$42,670	$50,756	$61,936	$53,990	286
303.10 Asse Budget Dir	$35,364	$33,600	$39,468	$49,797	$43,119	140
304.00 Chief Plan-Budgt Off	$53,988	$47,149	$60,200	$77,414	$70,131	65
305.00 General Counsel	$67,920	$43,700	$51,774	$76,136	$69,398	140
305.10 Staff Attorneys	$50,800	*	$44,610	$51,670	$50,896	67
306.00 Chf Personnel/HR Off	$37,402	$42,400	$51,818	$65,892	$53,529	465
306.10 Asse Dir Pers/HR	$36,575	$30,418	$37,848	$48,578	$41,407	198
306.20 Manager Benefits	$27,518	$25,049	$29,292	$38,500	$33,356	229
306.30 Manager Training-Dev	$30,000	$36,639	$33,300	$37,386	$36,005	114
306.40 Manager Empl Relatns	$28,128	$41,355	$37,010	$42,560	$40,436	67
306.50 Manager Labor Rel	*	$45,792	$59,279	$50,184	$51,000	43
306.60 Manager Employment	$32,924	$25,295	$29,919	$37,430	$33,312	161
306.70 Mgr Wage-Sal/Mgr,Comp	$28,444	$34,409	$30,105	$38,294	$36,158	136
306.80 Mgr Personnel Inf Sys	*	$33,644	$30,105	$40,555	$35,596	70
307.00 Dir AA/EEO	$41,493	$42,961	$43,216	$54,700	$49,350	269
307.10 Asse Dir AA/EEO	$33,467	$33,288	$37,862	$35,535	$35,618	65
308.00 Dir Pers-AA	$35,355	$44,135	$53,164	$59,220	$44,135	128
309.00 Dir Computer Center	$40,533	$48,917	$58,900	$75,150	$56,568	407
309.10 Asse Dir Computer Ctr	$31,464	$40,023	$45,251	$57,935	$46,963	160
309.20 Data Base Admin	$31,258	$36,179	$40,200	$48,988	$44,000	135
309.30 Sys Analyst I-Hi	$32,508	$34,020	$37,856	$42,740	$38,735	268
309.40 Sys Analyst II-Lo	$26,000	$28,738	$29,249	$33,506	$31,355	182
309.50 Prog Analyst I-Hi	$28,803	$31,057	$34,200	$34,224	$32,782	343
309.60 Prog Analyst II-Lo	$22,783	$25,358	$26,143	$26,551	$26,000	290
310.00 Dir, Comp Ctr Opr/Ad	$33,045	$42,844	$51,613	$61,439	$50,218	190

*denotes 3 cases or fewer.

TABLE 2
MEDIAN SALARY BY BUDGET QUARTILES FOR PUBLIC INSTITUTIONS

CUPA 1990-91 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR PUBLIC INSTITUTIONS				PUBLIC INSTITUTIONS	PUBLIC INSTITUTIONS
	QUARTILE 1 $11 MIL OR LESS	QUARTILE 2 $11-$25.7 MIL	QUARTILE 3 $25.7-$77 MIL	QUARTILE 4 $77 MIL OR MORE	MEDIAN BUDGET $25.7 MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
310.10 Assc Dir Comp Ctr	$32,753	$35,727	$43,526	$54,480	$45,304	96
311.00 Dir Inform Systems	$40,773	$51,684	$53,462	$62,489	$56,466	171
312.00 Chf Phys Plnt/Fac	$35,152	$44,855	$53,544	$67,515	$51,271	596
312.10 Assc Dir Phys Plnt	$28,515	$33,600	$42,150	$55,000	$42,708	307
312.20 Mgr Landscape/Grds	$20,770	$27,538	$30,670	$37,615	$31,600	301
312.30 Mgr Bldg Mnt Trades	$24,491	$30,949	$33,600	$41,426	$35,278	240
312.40 Mgr Tech Trades	$24,015	$29,808	$33,511	$40,010	$36,133	107
312.50 Mgr Custodial Srv	$23,267	$24,628	$30,581	$37,800	$31,449	329
312.60 Mgr Power Plant	$23,835	$33,484	$34,251	$42,000	$37,425	178
313.00 Comptroller	$35,894	$42,455	$53,066	$66,138	$51,603	366
313.10 Manager Payroll	$23,715	$25,000	$30,561	$40,643	$32,242	335
314.00 Dir Accounting	$30,960	$35,024	$41,531	$51,100	$42,750	337
314.10 Staff Accountant-Hi	$25,218	$30,000	$32,400	$33,079	$30,985	317
314.20 Staff Accountant-Lo	$23,004	$25,074	$24,155	$24,508	$24,421	262
315.00 Bursar	$23,060	$35,460	$37,133	$44,880	$39,425	214
315.10 Assc Bursar	$25,807	$26,406	$29,424	$38,900	$32,033	52
316.00 Dir Purchasing	$26,232	$34,032	$40,766	$52,400	$40,873	459
316.10 Assc Dir Purchasing	$27,101	$31,000	$29,532	$41,734	$35,505	154
317.00 Dir Bookstore	$22,070	$29,405	$36,220	$45,510	$33,456	388
317.10 Assc Dir Bookstore	$19,044	$23,828	$26,700	$33,725	$27,147	113
318.00 Dir Internal Audit	$33,300	$35,500	$40,656	$52,300	$46,500	231
319.00 Dir Aux Services	$34,727	$43,186	$46,089	$59,733	$48,048	219
319.10 Mgr Mail Services	$19,707	$21,080	$24,002	$28,792	$25,545	230
320.00 Dir Campus Security	$22,811	$33,709	$40,000	$53,049	$40,656	437
321.00 Dir Risk Mgt/Ins	*	$27,796	$39,368	$51,851	$47,281	91
322.00 Admin Hosp Med Ctr	$51,838	*	$106,123	$122,500	$121,688	32
322.10 Dir Med Ctr Pub Rel	*	*	$50,415	$51,480	$51,480	25
322.20 Dir Med Ctr Pers	*	*	*	$58,000	$58,000	17
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$42,160	$55,120	$61,000	$83,076	$61,000	320
401.10 Dir Annual Giving	$31,250	$34,515	$38,508	$40,157	$38,000	140
401.20 Dir Corp/Fndtn Rel	$32,240	$40,000	$40,626	$52,200	$45,214	126
401.30 Coord Res Dev	$35,875	$39,135	$34,677	$33,937	$35,060	63
401.40 Dir Estate Pln	*	$35,000	$39,000	$52,076	$49,404	34
402.00 Chf Public Rel Off	$32,406	$38,319	$49,050	$65,341	$47,554	332
402.10 Dir Gov/Leg Rel	$71,329	$45,866	$62,454	$70,111	$65,117	113
403.00 Chf Dev/Pub Rel Off	$37,807	$48,590	$67,224	$87,192	$70,734	126
404.00 Dir Alumni Affairs	$25,000	$31,560	$37,688	$49,378	$39,756	283
405.00 Dir Dev/Alumni Aff	$40,000	$45,760	$45,000	$65,000	$46,770	66
406.00 Dir Spec/Defer Gifts	$26,780	$41,949	$44,169	$50,182	$49,444	40
407.00 Dir Church Relations	$56,939	*	$58,950	$38,000	$50,262	4
408.00 Dir Community Serv	$35,238	$43,917	$49,305	$50,501	$44,914	123
409.00 Dir Publications	$30,895	$34,371	$36,413	$43,000	$38,694	219
409.10 Assc Dir Publicatns	$22,048	$29,980	$31,364	$33,797	$31,932	69
409.20 Mgr Printing Srv	$21,200	$26,986	$31,016	$39,050	$32,908	279
410.00 Dir Info Office	$28,000	$33,721	$38,730	$51,996	$39,372	248
411.00 Dir News Bureau	*	$30,109	$31,824	$38,216	$34,761	134
STUDENT SERVICES						
501.00 Chf Student Aff Off	$49,938	$59,310	$69,344	$84,119	$65,000	586
501.50 Dean of Students	$45,190	$51,715	$51,897	$59,797	$53,150	219
502.00 Chief Admissions Off	$37,516	$42,416	$48,819	$56,020	$46,400	387
502.10 Assc Dir Admissions	$26,392	$30,934	$35,500	$38,063	$35,316	259
502.20 Admissions Counselor	$26,176	$23,410	$24,674	$24,303	$24,211	265
502.30 Academic Advisor	$30,923	$29,292	$31,650	$26,568	$27,941	159
503.00 Dir.Adm & Registrar	$39,641	$45,090	$52,877	$64,834	$47,000	179
504.00 Registrar	$33,119	$41,198	$48,187	$55,267	$45,239	451
504.10 Assc Registrar	$27,606	$30,818	$35,593	$41,898	$37,977	194
504.20 Asst Registrar	$24,960	$27,087	$29,531	$32,400	$30,000	204
505.00 Dir Adm/Fin Aid	$41,008	$39,000	$58,026	$67,550	$47,396	46
506.00 Dir Student Fin Aid	$32,630	$38,353	$43,277	$52,500	$41,167	618
506.10 Assc Dir Std Fin Aid	$22,932	$28,479	$31,683	$38,592	$32,479	293
507.00 Dir Food Services	$25,022	$30,456	$41,121	$51,855	$41,383	164
507.10 Assc Dir Food Serv	$15,596	$27,782	$29,303	$39,963	$36,325	74
508.00 Dir Student Housing	$24,040	$34,339	$39,240	$52,420	$42,000	283
508.10 Assc Dir Std Housing	*	$28,183	$31,500	$40,457	$33,710	127
508.20 Housing Off/Adm Opr	$14,340	$27,938	$30,498	$38,781	$35,872	88
508.30 Housing Off/Res Life	$24,848	$24,210	$28,040	$39,348	$30,864	126
509.00 Dir, Union/Std Act	$38,537	$35,820	$43,600	$49,517	$43,661	70
510.00 Dir Foreign Students	$34,746	$33,054	$32,821	$41,851	$38,315	140
511.00 Dir Student Union	$25,430	$32,536	$42,445	$50,505	$42,877	183
511.10 Assc Dir Std Union	$33,600	$26,498	$32,816	$38,000	$35,701	100
512.00 Dir Std Activities	$28,554	$33,619	$36,968	$42,803	$35,924	364
513.00 Dir Std Placement	$29,982	$35,245	$40,284	$49,000	$39,990	433
514.00 Dir Std Counseling	$34,858	$42,930	$46,960	$55,211	$45,563	464
514.10 Assc Dir Std Cnslg	$32,608	$30,722	$37,934	$44,064	$41,481	95
515.00 Dir Std Hlth-Physicn	$29,890	$43,430	$70,392	$79,044	$74,475	162
516.00 Dir Std Hlth-Nurse	$26,836	$28,530	$31,174	$41,010	$31,872	198
517.00 Dir Campus Ministries	*	$27,525	$35,943	$38,936	$35,943	5
518.00 Dir Athletics	$37,677	$45,495	$55,746	$79,884	$54,912	412
519.00 Dir Sports Info	$19,737	$23,306	$27,459	$35,712	$31,113	234
520.00 Dir Athletics/Men	*	$46,784	$55,366	$56,238	$55,366	30
521.00 Dir Athletics/Women	*	$31,494	$38,952	$49,489	$46,000	65
522.00 Dir Campus Rec	$23,458	$29,272	$33,024	$43,893	$34,605	229
523.00 Chief Enrollment Mgmt	$40,836	$43,872	$53,824	$62,100	$51,541	60
524.00 Dir Minority Affairs	$30,408	$30,975	$37,450	$43,220	$38,290	151
525.00 Dir Conferences	$35,000	$35,847	$33,815	$44,912	$41,629	112

*denotes 3 cases or fewer.

TABLE 3
MEDIAN SALARY BY BUDGET QUARTILES FOR PRIVATE-INDEPENDENT INSTITUTIONS

CUPA 1990-91 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR PRIV-INDEP INSTITUTIONS				PRIV-INDEP INSTITUTIONS	PRIV-INDEP INSTITUTIONS
	QUARTILE 1 $8.4 MIL OR LESS	QUARTILE 2 $8.4-$17.5 MIL	QUARTILE 3 $17.5-$39.9 MIL	QUARTILE 4 $39.9 MIL OR MORE	MEDIAN BUDGET $17.5 MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$62,000	$73,862	$96,000	$157,000	$110,000	37
101.10 Asst to CEO/System	$30,000	*	$31,078	$57,000	$46,000	13
102.00 CEO / Single Inst	$76,740	$98,950	$125,000	$157,500	$111,186	302
102.10 Asst to CEO/Single	$33,982	$37,000	$40,130	$52,625	$42,000	165
103.00 Exec Vice Pres	$64,375	$67,830	$91,500	$123,600	$85,000	60
ACADEMIC						
201.00 Chief Acad Off	$52,990	$68,125	$80,100	$110,000	$75,000	329
202.00 Chf Hlth Prof Off	$50,500	*	$38,000	$199,000	$154,000	19
203.00 Dir Library Serv	$30,015	$38,905	$49,088	$66,350	$43,995	320
203.10 Circulatn Librarian	$19,034	$22,130	$26,459	$31,050	$25,764	140
203.20 Acquistns Librarian	$21,380	$25,739	$29,564	$34,650	$29,670	135
203.30 Tech Serv Librarian	$22,000	$27,700	$31,115	$39,250	$31,176	186
203.40 Public Serv Librarian	$26,417	$26,490	$30,442	$41,000	$31,983	116
203.50 Reference Librarian	$22,615	$26,470	$28,042	$35,592	$28,468	190
204.00 Dir Instit Research	$35,606	$35,801	$40,119	$53,750	$43,160	84
204.10 Assc Dir Inst Res	*	$22,660	$33,000	$37,775	$35,244	18
205.00 Dir Educ Media Serv	$21,500	$27,000	$30,500	$38,280	$30,865	123
206.00 Dir Learning Res Ctr	$25,725	$31,250	$30,186	$39,900	$30,500	95
207.00 Dir Internatl Std Ed	$29,437	$38,493	$36,524	$50,771	$39,243	47
208.00 Dir Comp Ctr,Opr/Acad	$29,020	$33,279	$48,884	$56,650	$45,957	145
208.10 Assc Dir CC Opr/Acad	$21,100	$29,628	$27,519	$48,000	$34,700	61
209.00 Admn,Grants-Contract	$35,700	$29,376	$36,110	$52,000	$40,000	83
210.00 Dean,Architecture	*	*	$52,742	$100,000	$90,300	11
212.00 Dean,Arts & Letters	$38,963	$47,263	$45,500	$74,000	$51,000	17
213.00 Dean,Arts & Sciences	$35,200	$48,250	$64,000	$90,000	$71,048	83
214.00 Dean,Business	$37,500	$53,339	$67,498	$100,000	$78,420	103
215.00 Dean,Communications	$39,339	$38,230	$65,426	$78,832	$64,813	14
216.00 Dean,Continuing Ed	$34,000	$41,200	$52,015	$67,250	$50,500	98
217.00 Dean,Dentistry	$29,470	*	*	$124,000	$117,500	10
218.00 Dean,Education	$30,450	$46,950	$58,320	$79,150	$66,125	56
219.00 Dean,Engineering	*	$48,420	$73,284	$113,925	$86,000	45
221.00 Dean,Extension	$44,530	$45,000	$38,037	$89,045	$49,338	12
222.00 Dean,Fine Arts	$26,800	$51,882	$56,235	$99,000	$56,235	27
223.00 Dean,Graduate Program	$44,722	$46,813	$54,875	$82,300	$67,422	84
224.00 Dean,Hlth-Rltd Prof	$74,000	*	$56,529	$67,900	$64,750	11
225.00 Dean,Home Economics	*	*	*	*	*	2
226.00 Dean,Humanities	$29,152	$40,259	$47,790	$80,500	$46,655	24
227.00 Dean,Instruction	$49,722	$48,445	$64,000	$64,600	$55,335	6
228.00 Dean,Law	*	$82,860	$112,500	$137,000	$132,500	39
229.00 Dean,Lib & Inf Sci	*	*	*	$89,950	$89,950	6
230.00 Dean,Mathematics	*	$33,400	$74,698	$74,100	$57,900	8
231.00 Dean,Medicine	*	$110,250	$113,613	$210,000	$200,500	14
232.00 Dean,Music	$27,000	$54,300	$67,609	$80,278	$70,000	17
233.00 Dean,Nursing	$37,170	$45,738	$48,989	$87,550	$60,368	36
234.00 Dean,Occ Std/Voc Ed	$44,006	$43,304	$62,000	$59,000	$53,101	8
235.00 Dean,Pharmacy	*	$80,000	$89,500	$87,950	$87,400	7
236.00 Dean,Public Health	*	*	*	*	*	3
237.00 Dean,Sciences	$38,475	$47,724	$48,085	$82,750	$54,920	25
238.00 Dean,Social Sciences	$33,869	$44,221	$43,826	$74,775	$45,143	24
239.00 Dean,Social Work	$37,004	$37,630	$65,000	$94,500	$81,013	13
240.00 Dean,Special Programs	$37,591	$40,796	$65,488	$65,210	$50,400	15
241.00 Dean,Undergrad Prog	$39,054	$55,000	$54,150	$84,050	$60,660	34
242.00 Dean,Veterinary Sci	*	*	*	*	*	1
ADMINISTRATIVE						
301.00 Chief Business Off	$48,017	$66,937	$78,876	$104,000	$73,000	277
301.01 Chief Admin Off	$46,000	$53,693	$63,600	$90,786	$64,890	56
301.02 Chief Financial Off	$44,500	$51,123	$59,800	$91,278	$66,804	87
301.10 Dir Health & Safety	$12,960	$32,675	$34,500	$55,500	$51,501	33
301.20 Dir Telecommunic	$57,000	$27,750	$33,275	$52,000	$47,655	64
302.00 Chief Planning Off	$39,000	$52,000	$55,440	$84,325	$62,125	36
303.00 Chief Budgeting Off	$29,000	$37,000	$48,160	$62,500	$51,876	75
303.10 Assc Budget Dir	*	$41,550	$32,608	$47,300	$44,084	31
304.00 Chief Plan-Budgt Off	*	$76,300	$50,460	$80,000	$64,916	20
305.00 General Counsel	*	*	$47,200	$89,300	$86,100	36
305.10 Staff Attorneys	*	$27,563	*	$58,792	$57,000	20
306.00 Chf Personnel/HR Off	$30,000	$34,706	$43,200	$61,684	$45,000	205
306.10 Assc Dir Pers/HR	$26,154	$28,535	$30,600	$41,905	$35,100	77
306.20 Manager Benefits	$28,979	$22,599	$28,000	$34,404	$32,000	90
306.30 Manager Training-Dev	*	$60,000	$33,000	$35,750	$35,750	29
306.40 Manager Empl Relatns	*	$18,720	$32,062	$39,029	$38,925	17
306.50 Manager Labor Rel	*	$57,000	*	$61,750	$57,000	5
306.60 Manager Employment	*	$36,586	$26,000	$33,923	$31,526	58
306.70 Mgr Wage-Sal/Mgr,Comp	$18,000	$50,000	$27,168	$37,750	$36,675	41
306.80 Mgr Personnel Inf Sys	*	*	$25,575	$34,838	$33,250	28
307.00 Dir AA/EEO	$35,000	$34,000	$39,475	$54,000	$51,301	41
307.10 Assc Dir AA/EEO	*	*	$26,000	$36,880	$36,440	8
308.00 Dir Pers-AA	$29,828	$31,290	$43,664	$57,000	$39,225	50
309.00 Dir Computer Center	$34,215	$42,400	$52,500	$67,700	$53,750	143
309.10 Assc Dir Computer Ctr	$22,628	$30,960	$38,815	$60,000	$41,780	64
309.20 Data Base Admin	$18,080	$28,000	$26,875	$44,480	$42,000	49
309.30 Sys Analyst I-Hi	$28,355	$28,780	$33,200	$42,030	$38,300	97
309.40 Sys Analyst II-Lo	$19,690	$23,600	$27,320	$35,500	$28,360	63
309.50 Prog Analyst I-Hi	$28,000	$25,610	$29,817	$36,519	$31,263	139
309.60 Prog Analyst II-Lo	$22,540	$21,789	$25,500	$27,300	$26,000	121

*denotes 3 cases or fewer.

TABLE 3
MEDIAN SALARY BY BUDGET QUARTILES FOR PRIVATE-INDEPENDENT INSTITUTIONS

CUPA 1990-91 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR PRIV-INDEP INSTITUTIONS				PRIV-INDEP INSTITUTIONS	PRIV-INDEP INSTITUTIONS
	QUARTILE 1 $8.4 MIL OR LESS	QUARTILE 2 $8.4-$17.5 MIL	QUARTILE 3 $17.5-$39.9 MIL	QUARTILE 4 $39.9 MIL OR MORE	MEDIAN BUDGET $17.5 MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
310.00 Dir. Comp Ctr Opr/Ad	$31,250	$38,000	$47,430	$61,000	$46,398	136
310.10 Assc Dir Comp Ctr	$24,285	$34,200	$37,463	$46,725	$38,601	44
311.00 Dir Inform Systems	$28,500	$37,341	$46,125	$67,088	$55,000	73
312.00 Chf Phys Plnt/Fac	$30,000	$42,455	$48,800	$65,000	$48,201	288
312.10 Assc Dir Phys Plnt	$29,396	$28,175	$37,406	$48,850	$38,842	123
312.20 Mgr Landscape/Grds	$23,327	$24,225	$29,010	$37,747	$30,656	132
312.30 Mgr Bldg Mnt Trades	$27,325	$30,614	$32,567	$39,326	$33,942	124
312.40 Mgr Tech Trades	$29,480	$28,200	$31,937	$39,160	$35,207	66
312.50 Mgr Custodial Srv	$21,040	$24,833	$29,712	$36,200	$29,575	159
312.60 Mgr Power Plant	$31,958	$24,468	$36,687	$42,723	$39,777	52
313.00 Comptroller	$31,077	$39,750	$52,292	$67,500	$49,496	234
313.10 Manager Payroll	$21,600	$23,285	$25,315	$34,800	$28,461	151
314.00 Dir Accounting	$31,750	$28,810	$35,868	$46,800	$37,800	121
314.10 Staff Accountant-Hi	$27,000	$23,625	$28,975	$31,200	$28,800	139
314.20 Staff Accountant-Lo	$19,188	$20,100	$23,500	$25,400	$23,952	128
315.00 Bursar	$26,500	$26,000	$32,371	$41,393	$34,000	121
315.10 Assc Bursar	$22,800	$17,000	$25,647	$32,200	$26,566	34
316.00 Dir Purchasing	$27,383	$27,025	$31,200	$44,738	$36,150	154
316.10 Assc Dir Purchasing	$21,283	$39,149	$25,358	$35,700	$31,846	42
317.00 Dir Bookstore	$19,800	$23,213	$32,132	$43,370	$25,213	170
317.10 Assc Dir Bookstore	$18,000	$17,180	$20,805	$26,515	$20,800	46
318.00 Dir Internal Audit	$35,060	$34,650	$29,850	$54,219	$49,098	62
319.00 Dir Aux Services	$26,550	$32,100	$34,926	$58,374	$45,165	68
319.10 Mgr Mail Services	$15,598	$16,830	$19,950	$28,310	$21,135	141
320.00 Dir Campus Security	$20,055	$26,000	$34,652	$44,000	$34,930	218
321.00 Dir Risk Mgt/Ins	*	$31,290	$55,000	$55,500	$55,300	33
322.00 Admin Hosp Med Ctr	$31,919	$25,140	*	$159,999	$152,200	8
322.10 Dir Med Ctr Pub Rel	$60,000	$41,605	$34,278	$63,100	$60,000	14
322.20 Dir Med Ctr Pers	*	$17,850	*	$61,963	$54,926	7
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$46,200	$60,500	$72,000	$93,000	$68,678	271
401.10 Dir Annual Giving	$30,100	$33,000	$34,753	$47,800	$36,400	200
401.20 Dir Corp/Fndtn Rel	$34,783	$34,000	$39,356	$49,895	$41,921	161
401.30 Coord Res Dev	$18,000	$27,250	$27,140	$36,800	$28,750	89
401.40 Dir Estate Pln	$36,820	$35,035	$47,700	$56,250	$43,802	82
402.00 Chf Public Rel Off	$30,000	$35,373	$41,600	$63,296	$42,525	207
402.10 Dir Gov/Leg Rel	$20,000	$40,581	$44,716	$62,052	$53,300	30
403.00 Chf Dev/Pub Rel Off	$39,026	$58,000	$73,150	$105,500	$66,750	51
404.00 Dir Alumni Affairs	$25,650	$30,475	$37,166	$45,000	$34,800	252
405.00 Dir Dev/Alumni Aff	$32,500	$39,900	$51,463	$67,500	$50,130	40
406.00 Dir Spec/Defer Gifts	$36,595	$37,368	$48,150	$58,000	$46,965	74
407.00 Dir Church Relations	$26,208	$34,513	$41,069	$58,900	$39,000	15
408.00 Dir Community Serv	$26,509	$38,263	$31,630	$46,800	$40,000	27
409.00 Dir Publications	$27,000	$29,630	$31,920	$44,585	$35,650	150
409.10 Assc Dir Publicatns	$24,450	$21,168	$28,228	$35,500	$26,760	72
409.20 Mgr Printing Srv	$19,500	$22,000	$25,154	$33,474	$26,015	110
410.00 Dir Info Office	$27,040	$27,328	$33,948	$52,000	$35,631	89
411.00 Dir News Bureau	$18,900	$21,200	$28,800	$35,865	$30,000	67
STUDENT SERVICES						
501.00 Chf Student Aff Off	$38,000	$48,505	$59,975	$82,950	$57,090	253
501.50 Dean of Students	$35,010	$41,985	$44,423	$57,300	$46,484	134
502.00 Chief Admissions Off	$33,125	$42,813	$53,712	$61,855	$48,000	271
502.10 Assc Dir Admissions	$24,000	$26,500	$32,578	$37,307	$30,864	246
502.20 Admissions Counselor	$18,388	$19,210	$21,595	$23,460	$21,050	260
502.30 Academic Advisor	$21,000	$24,480	$26,890	$26,550	$25,519	64
503.00 Dir.Adm & Registrar	$26,500	$32,288	$49,866	$40,600	$40,300	12
504.00 Registrar	$27,646	$32,960	$40,833	$51,487	$37,170	313
504.10 Assc Registrar	$19,235	$21,000	$28,161	$37,000	$30,450	112
504.20 Asst Registrar	$18,240	$20,565	$24,757	$28,088	$23,537	126
505.00 Dir Adm/Fin Aid	$40,000	$46,430	$44,520	$70,000	$51,013	44
506.00 Dir Student Fin Aid	$27,490	$32,660	$40,300	$50,588	$36,720	318
506.10 Assc Dir Std Fin Aid	$20,508	$22,725	$25,500	$33,264	$26,043	206
507.00 Dir Food Services	$25,750	$32,000	$43,960	$57,400	$39,780	84
507.10 Assc Dir Food Serv	$15,925	$22,978	$32,631	$40,000	$32,677	41
508.00 Dir Student Housing	$24,500	$26,000	$31,700	$44,500	$33,800	174
508.10 Assc Dir Std Housing	$20,227	$20,355	$24,445	$32,300	$28,000	65
508.20 Housing Off/Adm Opr	$24,050	$22,892	$24,450	$33,885	$28,058	45
508.30 Housing Off/Res Life	$16,480	$21,000	$26,016	$31,000	$24,640	105
509.00 Dir. Union/Std Act	$23,591	$22,250	$26,200	$46,000	$34,000	41
510.00 Dir Foreign Students	$23,760	$26,530	$31,011	$35,450	$30,700	78
511.00 Dir Student Union	$24,500	$31,986	$[illegible]1,925	$38,808	$34,285	39
511.10 Assc Dir Std Union	*	$22,050	$19,734	$29,218	$26,016	25
512.00 Dir Std Activities	$21,962	$24,740	$28,750	$33,133	$27,760	178
513.00 Dir Std Placement	$24,686	$28,458	$36,318	$43,200	$34,453	249
514.00 Dir Std Counseling	$26,300	$30,038	$38,600	$45,116	$37,914	198
514.10 Assc Dir Std Cnslg	$25,469	$23,167	$27,300	$37,832	$28,914	58
515.00 Dir Std Hlth-Physicn	$23,746	$36,192	$67,000	$88,425	$83,150	55
516.00 Dir Std Hlth-Nurse	$20,650	$23,444	$30,368	$35,422	$28,591	172
517.00 Dir Campus Ministries	$25,671	$27,550	$35,000	$42,275	$33,600	126
518.00 Dir Athletics	$30,450	$39,004	$48,938	$63,254	$47,250	224
519.00 Dir Sports Info	$19,250	$22,320	$23,000	$28,252	$24,478	133
520.00 Dir Athletics/Men	$38,420	*	$43,800	$46,634	$41,110	8
521.00 Dir Athletics/Women	$22,418	$25,331	$34,355	$33,896	$31,800	35
522.00 Dir Campus Rec	$21,600	$24,850	$27,141	$31,750	$28,440	85
523.00 Chief Enrollment Mgmt	$46,440	$48,115	$62,000	$69,124	$55,853	48
524.00 Dir Minority Affairs	$30,008	$38,100	$31,850	$39,313	$35,159	73
525.00 Dir Conferences	$34,250	$30,303	$30,000	$42,400	$34,814	68

---

*denotes 3 cases or fewer.

TABLE 4
MEDIAN SALARY BY BUDGET QUARTILES FOR PRIVATE-RELIGIOUS INSTITUTIONS

CUPA 1990-91 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR PRIV-RELIG INSTITUTIONS				PRIV-RELIG INSTITUTIONS	PRIV-RELIG INSTITUTIONS
	QUARTILE 1 $6.6 MIL OR LESS	QUARTILE 2 $6.6-$10.9 MIL	QUARTILE 3 $10.9-$21.6 MIL	QUARTILE 4 $21.6 MIL OR MORE	MEDIAN BUDGET $10.9 MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$58,885	$74,894	$108,000	$115,000	$83,158	30
101.10 Asst to CEO/System	*	*	*	*	*	3
102.00 CEO / Single Inst	$61,200	$80,000	$87,943	$117,000	$84,000	227
102.10 Asst to CEO/Single	$34,150	$28,280	$38,225	$48,636	$35,869	101
103.00 Exec Vice Pres	$40,359	$55,625	$63,000	$84,105	$63,000	44
ACADEMIC						
201.00 Chief Acad Off	$46,300	$53,361	$63,000	$77,750	$58,008	257
202.00 Chf Hlth Prof Off	*	$22,700	$50,290	$172,250	$72,210	10
203.00 Dir Library Serv	$30,000	$33,100	$38,915	$51,200	$37,225	250
203.10 Circulatn Librarian	$19,271	$20,733	$22,200	$27,412	$22,709	111
203.20 Acquistns Librarian	$22,600	$20,700	$24,017	$29,523	$25,500	85
203.30 Tech Serv Librarian	$21,425	$22,850	$27,966	$33,424	$26,663	146
203.40 Public Serv Librarian	$21,200	$23,207	$23,700	$32,032	$26,983	79
203.50 Reference Librarian	$22,119	$25,000	$26,500	$29,013	$26,312	159
204.00 Dir Instit Research	$25,859	$26,500	$37,000	$39,348	$36,309	74
204.10 Assc Dir Inst Res	*	*	*	$35,352	$35,352	8
205.00 Dir Educ Media Serv	$21,500	$23,020	$26,497	$32,950	$26,493	99
206.00 Dir Learning Res Ctr	$24,500	$22,995	$29,600	$33,838	$27,127	66
207.00 Dir Internatl Std Ed	$21,951	$30,364	$37,733	$40,008	$38,400	37
208.00 Dir Comp Ctr,Opr/Acad	$29,156	$31,464	$32,143	$47,475	$37,600	74
208.10 Assc Dir CC Opr/Acad	$22,470	$17,000	$26,250	$37,968	$28,500	25
209.00 Admn,Grants-Contract	$15,000	$25,375	$25,292	$52,000	$33,825	43
212.00 Dean,Arts & Letters	$26,000	$33,900	$56,675	$70,625	$55,825	8
213.00 Dean,Arts & Sciences	$43,058	$33,400	$50,000	$73,149	$63,500	46
214.00 Dean,Business	$36,500	$35,119	$54,535	$83,000	$58,949	73
215.00 Dean,Communications	$32,700	$30,570	$41,870	$70,750	$42,000	17
216.00 Dean,Continuing Ed	$33,100	$38,858	$39,574	$56,600	$42,300	60
217.00 Dean,Dentistry	*	*	*	$116,500	$116,500	5
218.00 Dean,Education	$34,500	$34,164	$48,740	$62,200	$44,450	54
219.00 Dean,Engineering	$34,851	*	$47,699	$81,000	$71,300	15
221.00 Dean,Extension	*	$39,693	*	$68,543	$61,143	6
222.00 Dean,Fine Arts	$23,000	$32,661	$43,550	$53,300	$40,093	26
223.00 Dean,Graduate Program	$38,350	$44,585	$53,664	$63,598	$53,664	59
224.00 Dean,Hlth-Rltd Prof	*	$40,000	$41,739	$62,500	$50,967	11
225.00 Dean,Home Economics	*	*	*	*	*	2
226.00 Dean,Humanities	$38,010	$35,010	$45,320	$46,885	$43,800	27
227.00 Dean,Instruction	*	*	*	*	*	1
228.00 Dean,Law	*	*	*	$125,000	$125,000	20
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	1
230.00 Dean,Mathematics	$35,534	$33,538	$42,694	$49,851	$37,166	17
231.00 Dean,Medicine	*	*	*	$179,000	$179,000	4
232.00 Dean,Music	$29,100	$31,950	$53,525	$56,724	$46,090	23
233.00 Dean,Nursing	$41,663	$45,000	$46,050	$65,000	$48,450	44
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	2
235.00 Dean,Pharmacy	*	*	*	$85,113	$85,113	5
237.00 Dean,Sciences	$35,608	$34,950	$44,029	$55,100	$38,839	30
238.00 Dean,Social Sciences	$29,842	$34,252	$49,000	$50,200	$36,149	29
239.00 Dean,Social Work	*	$40,580	$54,230	$86,100	$54,230	5
240.00 Dean,Special Programs	$31,500	$33,000	$48,110	$48,430	$39,000	23
241.00 Dean,Undergrad Prog	$20,000	$38,160	$51,000	$55,061	$50,000	15
ADMINISTRATIVE						
301.00 Chief Business Off	$40,560	$49,750	$60,408	$79,750	$57,330	210
301.01 Chief Admin Off	$34,000	$41,000	$48,075	$72,350	$56,100	33
301.02 Chief Financial Off	$35,720	$48,000	$46,656	$69,800	$48,000	59
301.10 Dir Health & Safety	*	$35,000	$22,700	$34,100	$34,100	11
301.20 Dir Telecommunic	$21,943	$19,500	$21,300	$40,050	$39,250	31
302.00 Chief Planning Off	$38,826	$51,500	$48,410	$72,459	$60,091	17
303.00 Chief Budgeting Off	$26,775	$39,115	$40,840	$53,000	$46,750	33
303.10 Assc Budget Dir	$25,000	$24,250	$28,600	$41,203	$35,700	15
304.00 Chief Plan-Budgt Off	$42,000	$35,600	$28,000	$60,000	$49,367	12
305.00 General Counsel	*	*	$43,905	$61,480	$58,240	18
305.10 Staff Attorneys	*	*	*	$45,200	$45,200	6
306.00 Chf Personnel/HR Off	$23,100	$28,135	$32,314	$48,231	$39,500	97
306.10 Assc Dir Pers/HR	*	$22,975	$33,457	$33,906	$32,583	23
306.20 Manager Benefits	$15,833	$21,308	$28,600	$28,457	$27,690	38
306.30 Manager Training-Dev	*	$22,000	*	$29,000	$28,848	8
306.40 Manager Empl Relatns	$20,500	*	*	$31,413	$27,825	5
306.50 Manager Labor Rel	*	*	*	*	*	1
306.60 Manager Employment	$27,600	$22,340	*	$28,000	$27,800	19
306.70 Mgr Wage-Sal/Mgr,Comp	$20,475	$21,625	*	$35,780	$29,500	13
306.80 Mgr Personnel Inf Sys	*	*	*	$27,773	$27,773	6
307.00 Dir AA/EEO	*	$32,970	*	$47,863	$46,707	8
307.10 Assc Dir AA/EEO	*	*	*	*	*	2
308.00 Dir Pers-AA	$24,561	$25,643	$30,000	$43,000	$30,800	38
309.00 Dir Computer Center	$31,450	$31,810	$39,650	$56,000	$39,800	107
309.10 Assc Dir Computer Ctr	$18,700	$22,702	$32,016	$38,900	$31,600	31
309.20 Data Base Admin	$19,941	$31,131	$31,343	$35,914	$34,645	19
309.30 Sys Analyst I-Hi	*	$25,864	$25,754	$39,200	$31,500	47
309.40 Sys Analyst II-Lo	*	$20,131	$22,733	$35,098	$29,646	24
309.50 Prog Analyst I-Hi	$16,720	$23,971	$26,500	$33,126	$28,650	75
309.60 Prog Analyst II-Lo	*	$18,800	$21,716	$25,726	$24,597	56
310.00 Dir, Comp Ctr Opr/Ad	$27,885	$25,758	$34,400	$49,613	$35,200	73
310.10 Assc Dir Comp Ctr	$20,800	$20,750	$30,200	$47,000	$30,825	28
311.00 Dir Inform Systems	$35,554	$23,000	$43,415	$52,000	$44,230	33

*denotes 3 cases or fewer

TABLE 4
MEDIAN SALARY BY BUDGET QUARTILES FOR PRIVATE-RELIGIOUS INSTITUTIONS

CUPA 1990-91 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR PRIV-RELIG INSTITUTIONS				PRIV-RELIG INSTITUTIONS	PRIV-RELIG INSTITUTIONS
	QUARTILE 1 $6.6 MIL OR LESS	QUARTILE 2 $6.6-$10.9 MIL	QUARTILE 3 $10.9-$21.6 MIL	QUARTILE 4 $21.6 MIL OR MORE	MEDIAN BUDGET $10.9 MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
312.00 Chf Phys Plnt/Fac	$28,600	$33,114	$40,620	$52,800	$37,959	207
312.10 Assc Dir Phys Plnt	$28,000	$23,824	$30,756	$40,831	$31,900	91
312.20 Mgr Landscape/Grds	$18,433	$21,606	$25,242	$31,270	$25,679	78
312.30 Mgr Bldg Mnt Trades	$19,950	$25,871	$28,562	$35,711	$30,000	65
312.40 Mgr Tech Trades	*	$22,107	$27,457	$32,203	$29,376	24
312.50 Mgr Custodial Srv	$21,802	$22,100	$24,338	$31,781	$25,341	78
312.60 Mgr Power Plant	*	$23,305	$29,737	$38,476	$32,500	24
313.00 Comptroller	$31,250	$31,700	$39,000	$53,200	$40,100	143
313.10 Manager Payroll	$18,650	$20,000	$21,910	$[illegible]7,750	$23,067	69
314.00 Dir Accounting	$21,840	$26,861	$30,000	$40,000	$30,600	69
314.10 Staff Accountant-Hi	$20,930	$23,540	$24,298	$29,400	$24,664	96
314.20 Staff Accountant-Lo	$15,750	$20,092	$19,000	$25,151	$21,212	60
315.00 Bursar	$19,900	$19,463	$27,084	$38,800	$27,810	50
315.10 Assc Bursar	$17,000	$19,000	$25,584	$30,000	$27,469	16
316.00 Dir Purchasing	$17,711	$21,749	$26,957	$34,125	$31,073	89
316.10 Assc Dir Purchasing	*	$17,710	$20,805	$33,828	$25,150	19
317.00 Dir Bookstore	$18,900	$21,383	$23,000	$33,548	$23,916	152
317.10 Assc Dir Bookstore	$17,351	$15,625	$20,000	$27,750	$20,000	31
318.00 Dir Internal Audit	*	$24,750	*	$46,053	$43,300	21
319.00 Dir Aux Services	$14,000	$26,575	$40,000	$53,887	$40,000	39
319.10 Mgr Mail Services	$12,730	$14,413	$16,723	$22,547	$17,140	93
320.00 Dir Campus Security	$20 585	$20,900	$26,000	$37,414	$27,855	136
321.00 Dir Risk Mgt/Ins	*	*	$33,000	$43,900	$41,970	12
322.00 Admin Hosp Med Ctr	*	*	*	*	*	3
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	2
322.20 Dir Med Ctr Pers	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$44,720	$46,436	$56,915	$70,000	$54,450	213
401.10 Dir Annual Giving	$30,000	$29,600	$30,000	$34,000	$31,200	133
401.20 Dir Corp/Fndtn Rel	$26,813	$30,534	$32,000	$41,000	$36,000	66
401.30 Coord Res Dev	$33,000	$26,000	$22,050	$30,581	$28,227	51
401.40 Dir Estate Pln	$35,568	$30,135	$37,188	$47,285	$41,800	72
402.00 Chf Public Rel Off	$23,500	$29,800	$34,597	$47,840	$34,200	142
402.10 Dir Gov/Leg Rel	$32,000	$41,000	$19,400	$75,850	$58,500	10
403.00 Chf Dev/Pub Rel Off	$26,700	$47,100	$38,898	$72,500	$60,888	48
404.00 Dir Alumni Affairs	$25,200	$24,538	$31,038	$39,500	$29,512	188
405.00 Dir Dev/Alumni Aff	$31,350	$30,625	$43,620	$54,361	$40,000	21
406.00 Dir Spec/Defer Gifts	$36,846	$31,328	$39,264	$47,000	$39,389	48
407.00 Dir Church Relations	$32,126	$30,380	$36,205	$46,500	$34,640	51
408.00 Dir Community Serv	$27,300	$31,939	$30,200	$33,000	$30,600	21
409.00 Dir Publications	$23,731	$25,250	$29,751	$33,305	$30,000	91
409.10 Assc Dir Publicatns	$26,200	$19,357	$21,500	$27,578	$24,980	32
409.20 Mgr Printing Srv	$19,145	$16,900	$22,000	$31,950	$23,800	75
410.00 Dir Info Office	$25,000	$24,485	$28,950	$37,100	$27,662	64
411.00 Dir News Bureau	$25,532	$18,316	$21,800	$28,802	$26,650	44
STUDENT SERVICES						
501.00 Chf Student Aff Off	$34,739	$41,195	$48,607	$62,750	$45,936	195
501.50 Dean of Students	$32,620	$35,000	$39,600	$47,450	$39,106	95
502.00 Chief Admissions Off	$29,750	$33,250	$42,000	$48,200	$37,000	195
502.10 Assc Dir Admissions	$22,919	$22,000	$25,791	$32,662	$26,539	165
502.20 Admissions Counselor	$16,889	$18,000	$19,488	$21,628	$19,117	179
502.30 Academic Advisor	$25,000	$24,500	$23,496	$26,932	$25,071	49
503.00 Dir.Adm & Registrar	$29,475	$30,236	$26,369	$47,600	$30,236	10
504.00 Registrar	$25,306	$30,000	$32,942	$42,053	$32,150	241
504.10 Assc Registrar	$21,022	$23,025	$21,750	$31,940	$26,350	51
504.20 Asst Registrar	$16,500	$18,235	$20,500	$26,173	$20,610	89
505.00 Dir Adm/Fin Aid	$27,490	$41,510	$47,540	$57,675	$44,325	46
506.00 Dir Student Fin Aid	$24,972	$26,129	$32,550	$39,853	$31,800	225
506.10 Assc Dir Std Fin Aid	$18,610	$19,000	$21,650	$29,609	$23,000	119
507.00 Dir Food Services	$21,736	$29,490	$36,850	$48,000	$36,223	58
507.10 Assc Dir Food Serv	$22,210	$23,000	$25,167	$31,655	$27,000	36
508.00 Dir Student Housing	$21,619	$23,520	$25,000	$35,650	$26,500	125
508.10 Assc Dir Std Housing	$24,640	$15,930	$21,000	$25,359	$22,827	38
508.20 Housing Off/Adm Opr	$8,000	$17,878	$19,000	$30,505	$24,633	18
508.30 Housing Off/Res Life	$22,050	$22,900	$23,150	$29,502	$23,500	64
509.00 Dir. Union/Std Act	*	$23,250	$27,810	$34,450	$31,375	22
510.00 Dir Foreign Students	$30,780	$22,000	$22,193	$30,812	$26,258	48
511.00 Dir Student Union	$8,000	$24,350	$27,000	$35,580	$29,310	36
511.10 Assc Dir Std Union	*	*	$18,000	$26,536	$26,532	13
512.00 Dir Std Activities	$20,748	$19,880	$25,000	$31,200	$25,066	136
513.00 Dir Std Placement	$22,275	$23,940	$27,955	$35,500	$28,300	161
514.00 Dir Std Counseling	$24,370	$27,016	$29,726	$42,048	$32,000	153
514.10 Assc Dir Std Cnslg	$20,000	$24,660	$27,400	$35,175	$33,166	30
515.00 Dir Std Hlth-Physicn	$34,661	$16,337	$40,015	$64,450	$32,169	29
516.00 Dir Std Hlth-Nurse	$16,667	$20,083	$22,408	$29,988	$22,712	147
517.00 Dir Campus Ministries	$22,762	$25,165	$29,500	$36,678	$29,500	169
518.00 Dir Athletics	$26,000	$33,665	$39,788	$57,500	$39,500	183
519.00 Dir Sports Info	$13,343	$20,903	$22,316	$29,072	$24,300	90
520.00 Dir Athletics/Men	*	$15,000	$34,379	$50,700	$43,850	15
521.00 Dir Athletics/Women	$26,200	$20,901	$30,639	$41,098	$38,100	31
522.00 Dir Campus Rec	$24,100	$21,990	$23,320	$30,100	$28,168	61
523.00 Chief Enrollment Mgmt	$35,000	$38,000	$52,208	$59,000	$53,104	42
524.00 Dir Minority Affairs	$26,147	$22,944	$26,430	$36,145	$31,170	50
525.00 Dir Conferences	$25,000	$32,140	$21,000	$31,550	$28,531	47

*denotes 3 cases or fewer

BEST COPY AVAILABLE

TABLE 5
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR ALL INSTITUTIONS

CUPA 1990-91 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR ALL INSTITUTIONS				ALL INSTITUTIONS	ALL INSTITUTIONS
	QUARTILE 1 1,060 OR LESS	QUARTILE 2 1,061-2,350	QUARTILE 3 2,351-6,295	QUARTILE 4 6,296 OR MORE	MED ENROLLMENT 2,350	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$70,000	$89,700	$88,021	$115,636	$98,413	235
101.10 Asst to CEO/System	$30,000	$39,336	$49,149	$63,925	$60,000	86
102.00 CEO / Single Inst	$76,000	$88,000	$96,100	$110,972	$92,964	1127
102.10 Asst to CEO/Single	$32,380	$39,725	$50,000	$58,830	$46,440	538
103.00 Exec Vice Pres	$61,467	$67,830	$77,260	$92,581	$76,740	225
ACADEMIC						
201.00 Chief Acad Off	$54,000	$65,770	$74,750	$92,148	$70,720	1272
202.00 Chf Hlth Prof Off	$50,500	$47,570	$58,650	$137,543	$87,594	88
203.00 Dir Library Serv	$32,989	$42,217	$51,000	$67,700	$46,443	1123
203.10 Circulatn Librarian	$21,342	$24,000	$28,664	$35,500	$27,960	517
203.20 Acquistns Librarian	$23,300	$27,394	$31,664	$38,319	$31,962	470
203.30 Tech Serv Librarian	$24,598	$28,998	$34,671	$43,838	$32,728	644
203.40 Public Serv Librarian	$25,950	$30,255	$33,567	$45,804	$34,214	423
203.50 Reference Librarian	$24,092	$28,182	$31,900	$38,834	$30,428	680
204.00 Dir Instit Research	$35,000	$40,511	$44,126	$54,713	$47,181	538
204.10 Assc Dir Inst Res	$36,509	$34,621	$36,000	$41,008	$38,471	123
205.00 Dir Educ Media Serv	$24,593	$30,437	$36,513	$47,752	$35,927	526
206.00 Dir Learning Res Ctr	$27,000	$35,323	$41,328	$49,074	$38,449	412
207.00 Dir Internatl Std Ed	$37,505	$38,585	$43,500	$54,730	$48,450	209
208.00 Dir Comp Ctr,Opr/Acad	$32,800	$40,337	$45,774	$60,253	$47,060	422
208.10 Assc Dir CC Opr/Acad	$24,395	$31,537	$34,902	$51,930	$40,192	165
209.00 Admn,Grants-Contract	$34,500	$32,725	$42,313	$54,145	$45,866	440
210.00 Dean,Architecture	$62,202	$52,742	$85,000	$88,289	$87,255	57
211.00 Dean,Agriculture	$70,888	$52,351	$61,942	$93,920	$84,700	73
212.00 Dean,Arts & Letters	$38,963	$49,800	$53,480	$74,307	$60,250	123
213.00 Dean,Arts & Sciences	$40,269	$50,000	$66,634	$86,000	$70,000	393
214.00 Dean,Business	$39,526	$50,250	$66,737	$86,813	$69,800	599
215.00 Dean,Communications	$33,950	$47,920	$50,124	$80,840	$59,607	86
216.00 Dean,Continuing Ed	$39,758	$46,755	$53,147	$66,150	$53,392	529
217.00 Dean,Dentistry	$32,440	$103,216	$117,679	$118,440	$116,321	46
218.00 Dean,Education	$39,000	$48,602	$63,793	$80,000	$68,230	398
219.00 Dean,Engineering	$57,000	$49,461	$71,739	$100,556	$89,468	244
221.00 Dean,Extension	$49,000	$45,043	$48,943	$75,584	$60,862	87
222.00 Dean,Fine Arts	$33,456	$44,650	$57,111	$73,783	$60,765	164
223.00 Dean,Graduate Program	$45,000	$53,368	$64,000	$77,500	$68,793	383
224.00 Dean,Hlth-Rltd Prof	$46,320	$47,204	$54,495	$70,302	$61,977	205
225.00 Dean,Home Economics	*	$56,974	$46,000	$81,444	$78,500	45
226.00 Dean,Humanities	$40,900	$47,601	$53,363	$67,000	$52,246	183
227.00 Dean,Instruction	$47,604	$48,133	$56,404	$61,513	$56,476	46
228.00 Dean,Law	$59,880	$128,600	$115,700	$122,515	$120,338	122
229.00 Dean,Lib & Inf Sci	$54,280	$52,229	$53,015	$79,431	$68,200	64
230.00 Dean,Mathematics	$34,401	$46,215	$52,233	$62,663	$51,904	89
231.00 Dean,Medicine	$149,019	$127,000	$160,912	$175,044	$160,912	67
232.00 Dean,Music	$35,200	$49,850	$62,700	$80,628	$66,000	69
233.00 Dean,Nursing	$41,337	$47,789	$58,645	$80,250	$60,567	267
234.00 Dean,Occ Std/Voc Ed	$45,021	$47,455	$53,150	$64,896	$54,606	208
235.00 Dean,Pharmacy	$80,000	$107,192	$85,113	$97,802	$97,308	50
236.00 Dean,Public Health	*	*	$76,750	$121,300	$110,750	14
237.00 Dean,Sciences	$35,028	$47,872	$55,611	$72,500	$58,283	224
238.00 Dean,Social Sciences	$34,376	$46,685	$52,642	$71,000	$53,125	182
239.00 Dean,Social Work	$37,630	$54,230	$71,464	$86,494	$81,013	59
240.00 Dean,Special Programs	$37,591	$43,324	$51,367	$57,228	$46,846	114
241.00 Dean,Undergrad Prog	$48,724	$55,000	$61,320	$70,575	$61,356	96
242.00 Dean,Veterinary Sci	*	*	*	$107,400	$107,400	21
ADMINISTRATIVE						
301.00 Chief Business Off	$49,938	$61,594	$71,610	$86,944	$67,648	1102
301.01 Chief Admin Off	$48,705	$56,100	$65,315	$79,178	$65,000	224
301.02 Chief Financial Off	$47,350	$54,536	$62,851	$70,035	$61,981	343
301.10 Dir Health & Safety	$40,320	$40,600	$41,568	$51,444	$46,746	192
301.20 Dir Telecommunic	$50,139	$32,550	$38,100	$50,369	$45,165	302
302.00 Chief Planning Off	$47,112	$56,325	$57,336	$68,012	$62,349	195
303.00 Chief Budgeting Off	$44,718	$44,856	$51,036	$59,717	$52,750	401
303.10 Assc Budget Dir	$38,000	$30,240	$39,380	$45,824	$43,200	187
304.00 Chief Plan-Budgt Off	$40,982	$49,080	$51,000	$75,991	$68,650	97
305.00 General Counsel	$55,055	$46,266	$58,968	$77,090	$71,375	197
305.10 Staff Attorneys	$31,296	$64,625	$49,000	$53,887	$52,084	94
306.00 Chf Personnel/HR Off	$32,425	$38,733	$47,309	$61,500	$49,429	772
306.10 Assc Dir Pers/HR	$32,286	$31,530	$35,100	$47,340	$39,000	299
306.20 Manager Benefits	$26,893	$26,500	$28,645	$36,100	$32,000	360
306.30 Manager Training-Dev	$31,904	$30,624	$33,474	$37,914	$35,777	152
306.40 Manager Empl Relatns	$30,550	$32,882	$40,034	$40,436	$38,977	88
306.50 Manager Labor Rel	$58,140	$28,704	$50,246	$52,521	$52,549	53
306.60 Manager Employment	$36,330	$30,000	$28,175	$34,322	$32,688	239
306.70 Mgr Wage-Sal/Mgr,Comp	$26,711	$31,245	$33,705	$38,185	$35,922	192
306.80 Mgr Personnel Inf Sys	$34,972	$25,650	$31,450	$37,500	$34,216	106
307.00 Dir AA/EEO	$40,004	$42,985	$46,316	$52,625	$50,000	318
307.10 Assc Dir AA/EEO	$32,900	$24,110	$36,000	$37,000	$35,977	76
308.00 Dir Pers-AA	$30,600	$35,590	$45,227	$53,239	$40,500	217
309.00 Dir Computer Center	$33,920	$44,000	$54,855	$68,653	$53,483	663
309.10 Assc Dir Computer Ctr	$28,500	$34,000	$42,825	$54,713	$44,496	252
309.20 Data Base Admin	$28,114	$34,670	$38,000	$47,000	$43,059	207
309.30 Sys Analyst I-Hi	$29,302	$30,396	$36,540	$40,964	$38,403	412
309.40 Sys Analyst II-Lo	$26,800	$26,000	$29,798	$32,866	$30,592	271
309.50 Prog Analyst I-Hi	$28,000	$28,500	$32,413	$35,350	$32,427	559
309.60 Prog Analyst II-Lo	$22,500	$24,292	$26,000	$26,500	$25,737	469
310.00 Dir. Comp Ctr Opr/Ad	$32,500	$39,660	$46,850	$58,500	$46,416	400

*denotes 3 cases or fewer

TABLE 5
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR ALL INSTITUTIONS

CUPA 1990-91 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR ALL INSTITUTIONS				ALL INSTITUTIONS	ALL INSTITUTIONS
	QUARTILE 1, 1,060 OR LESS	QUARTILE 2 1,061-2,350	QUARTILE 3 2,351-6,295	QUARTILE 4 6,296 OR MORE	MED ENROLLMENT 2,350	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
310.10 Assc Dir Comp Ctr	$24,285	$34,250	$38,376	$52,000	$42,400	170
311.00 Dir Inform Systems	$33,518	$45,150	$53,500	$61,167	$54,956	278
312.00 Chf Phys Plnt/Fac	$34,250	$42,600	$49,931	$61,857	$48,000	1100
312.10 Assc Dir Phys Plnt	$29,320	$31,900	$39,344	$50,000	$40,000	521
312.20 Mgr Landscape/Grds	$22,392	$25,650	$30,000	$35,412	$30,956	512
312.30 Mgr Bldg Mnt Trades	$25,838	$30,828	$33,900	$38,308	$34,366	434
312.40 Mgr Tech Trades	$26,732	$30,500	$34,920	$38,400	$34,920	195
312.50 Mgr Custodial Srv	$22,400	$26,708	$30,000	$35,090	$29,879	573
312.60 Mgr Power Plant	$31,958	$34,352	$35,397	$40,998	$37,615	253
313.00 Comptroller	$34,800	$43,100	$48,108	$61,999	$48,158	749
313.10 Manager Payroll	$21,725	$25,245	$27,500	$36,000	$30,348	561
314.00 Dir Accounting	$29,472	$34,288	$38,765	$48,914	$40,440	529
314.10 Staff Accountant-Hi	$24,228	$26,220	$30,000	$32,500	$29,258	556
314.20 Staff Accountant-Lo	$19,188	$23,000	$24,950	$24,555	$23,784	451
315.00 Bursar	$23,176	$29,262	$36,583	$43,605	$36,339	390
315.10 Assc Bursar	$18,750	$22,060	$27,373	$34,584	$28,850	103
316.00 Dir Purchasing	$26,326	$30,600	$36,030	$48,000	$38,364	710
316.10 Assc Dir Purchasing	$30,318	$26,842	$28,164	$40,045	$34,248	217
317.00 Dir Bookstore	$20,150	$25,275	$32,066	$42,086	$29,695	715
317.10 Assc Dir Bookstore	$16,501	$20,180	$22,821	$31,440	$24,906	188
318.00 Dir Internal Audit	$41,455	$33,825	$38,452	$50,319	$46,647	318
319.00 Dir Aux Services	$30,000	$40,000	$45,653	$56,791	$47,000	329
319.10 Mgr Mail Services	$15,970	$18,980	$23,322	$28,500	$22,915	468
320.00 Dir Campus Security	$24,600	$29,650	$36,679	$47,322	$36,658	795
321.00 Dir Risk Mgt/Ins	$47,980	$48,900	$43,800	$51,100	$48,650	140
322.00 Admin Hosp Med Ctr	$80,371	$121,749	$125,970	$125,070	$125,070	44
322.10 Dir Med Ctr Pub Rel	$60,000	$55,190	$60,000	$51,202	$55,775	41
322.20 Dir Med Ctr Pers	$17,850	$65,500	*	$57,720	$58,000	25
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$50,000	$60,400	$65,000	$76,000	$61,124	815
401.10 Dir Annual Giving	$30,169	$33,000	$37,100	$41,325	$35,265	478
401.20 Dir Corp/Fndtn Rel	$32,120	$36,837	$42,160	$49,790	$41,401	357
401.30 Coord Res Dev	$26,000	$28,000	$30,210	$35,390	$30,631	205
401.40 Dir Estate Pln	$35,827	$42,400	$42,883	$54,921	$45,150	189
402.00 Chf Public Rel Off	$31,554	$36,579	$43,176	$60,979	$42,248	691
402.10 Dir Gov/Leg Rel	$50,493	$41,000	$61,276	$68,052	$64,685	152
403.00 Chf Dev/Pub Rel Off	$37,800	$58,000	$70,774	$81,800	$68,007	226
404.00 Dir Alumni Affairs	$27,000	$33,000	$36,500	$45,740	$35,200	732
405.00 Dir Dev/Alumni Aff	$36,000	$45,150	$47,663	$58,858	$46,195	128
406.00 Dir Spec/Defer Gifts	$35,000	$42,400	$47,800	$53,600	$44,335	164
407.00 Dir Church Relations	$30,200	$37,300	$47,700	$55,450	$36,205	70
408.00 Dir Community Serv	$29,770	$33,796	$45,000	$48,929	$41,989	173
409.00 Dir Publications	$29,167	$30,200	$35,970	$43,000	$35,989	462
409.10 Assc Dir Publicatns	$23,200	$26,335	$30,627	$31,567	$28,920	173
409.20 Mgr Printing Srv	$20,270	$24,012	$28,808	$36,535	$30,500	467
410.00 Dir Info Office	$25,966	$29,998	$35,104	$49,432	$36,136	402
411.00 Dir News Bureau	$22,700	$27,300	$30,153	$37,034	$31,745	249
STUDENT SERVICES						
501.00 Chf Student Aff Off	$42,000	$52,100	$62,513	$78,000	$59,685	1044
501.50 Dean of Students	$37,655	$44,517	$50,633	$56,406	$47,621	450
502.00 Chief Admissions Off	$34,350	$43,242	$46,995	$54,100	$45,000	866
502.10 Assc Dir Admissions	$24,200	$29,020	$32,368	$37,623	$31,400	675
502.20 Admissions Counselor	$18,500	$20,500	$23,000	$24,023	$21,523	711
502.30 Academic Advisor	$24,500	$26,475	$27,969	$26,783	$26,962	278
503.00 Dir.Adm & Registrar	$36,642	$39,641	$45,639	$57,765	$45,900	201
504.00 Registrar	$28,823	$36,788	$43,846	$53,330	$39,331	1016
504.10 Assc Registrar	$22,075	$25,790	$33,467	$41,141	$34,289	360
504.20 Asst Registrar	$18,500	$21,374	$26,973	$31,000	$26,424	421
505.00 Dir Adm/Fin Aid	$37,456	$47,567	$56,987	$63,557	$47,218	138
506.00 Dir Student Fin Aid	$28,317	$34,675	$40,621	$50,139	$38,173	1172
506.10 Assc Dir Std Fin Aid	$20,600	$24,050	$29,098	$36,700	$28,366	622
507.00 Dir Food Services	$27,825	$35,700	$38,007	$49,000	$39,402	311
507.10 Assc Dir Food Serv	$23,700	$28,100	$31,990	$38,546	$33,337	152
508.00 Dir Student Housing	$24,000	$28,723	$37,000	$48,734	$35,830	590
508.10 Assc Dir Std Housing	$20,663	$22,075	$29,558	$36,411	$30,421	232
508.20 Housing Off/Adm Opr	$22,300	$24,450	$28,560	$37,692	$31,805	153
508.30 Housing Off/Res Life	$19,250	$24,255	$26,008	$36,530	$26,500	296
509.00 Dir, Union/Std Act	$24,680	$30,880	$38,777	$49,017	$37,623	132
510.00 Dir Foreign Students	$25,440	$25,625	$32,484	$39,430	$32,900	264
511.00 Dir Student Union	$24,750	$28,650	$39,210	$45,823	$39,900	260
511.10 Assc Dir Std Union	$30,187	$22,000	$28,750	$36,000	$31,154	138
512.00 Dir Std Activities	$21,502	$26,783	$33,327	$39,480	$30,798	683
513.00 Dir Std Placement	$25,000	$31,435	$37,033	$46,000	$35,863	850
514.00 Dir Std Counseling	$28,200	$35,159	$42,920	$50,996	$41,500	823
514.10 Assc Dir Std Cnslg	$26,250	$27,400	$33,580	$43,215	$35,750	187
515.00 Dir Std Hlth-Physicn	$28,200	$51,288	$66,041	$78,522	$74,100	248
516.00 Dir Std Hlth-Nurse	$21,000	$25,628	$31,028	$37,000	$28,218	521
517.00 Dir Campus Ministries	$25,844	$31,900	$36,500	$50,249	$31,634	306
518.00 Dir Athletics	$31,750	$42,459	$52,350	$67,600	$48,676	826
519.00 Dir Sports Info	$19,750	$22,305	$26,275	$32,767	$27,125	461
520.00 Dir Athletics/Men	$35,334	$41,900	$47,082	$56,469	$50,700	55
521.00 Dir Athletics/Women	$24,931	• $30,639	$38,100	$46,500	$39,117	134
522.00 Dir Campus Rec	$21,903	$27,200	$29,828	$39,520	$31,560	378
523.00 Chief Enrollment Mgmt	$39,193	$52,289	$51,428	$59,000	$53,500	149
524.00 Dir Minority Affairs	$31,962	$30,374	$35,680	$41,000	$37,000	274
525.00 Dir Conferences	$29,000	$30,000	$34,750	$43,275	$35,990	227

*denotes 3 cases or fewer

TABLE 6
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR PUBLIC INSTITUTIONS

CUPA 1990-91 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR PUBLIC INSTITUTIONS				PUBLIC INSTITUTIONS	PUBLIC INSTITUTIONS
	QUARTILE 1 2,051 OR LESS	QUARTILE 2 2,052-4,431	QUARTILE 3 4,432-10,823	QUARTILE 4 10,824 OR MORE	MED ENROLLMENT 4,431	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$77,000	$78,600	$90,650	$119,125	$99,000	166
101.10 Asst to CEO/System	$78,372	$50,310	$48,518	$68,675	$61,482	69
102.00 CEO / Single Inst	$75,600	$89,000	$95,000	$118,000	$91,530	590
102.10 Asst to CEO/Single	$38,423	$48,373	$52,151	$61,368	$50,827	269
103.00 Exec Vice Pres	$65,500	$71,638	$73,844	$95,700	$77,646	120
ACADEMIC						
201.00 Chief Acad Off	$58,448	$68,906	$78,774	$90,970	$74,750	677
202.00 Chf Hlth Prof Off	$41,870	$51,084	$88,888	$111,200	$82,826	58
203.00 Dir Library Serv	$39,789	$49,227	$54,923	$75,000	$52,500	546
203.10 Circulatn Librarian	$25,920	$28,878	$30,986	$36,924	$31,893	262
203.20 Acquistns Librarian	$28,180	$31,111	$33,241	$40,686	$35,459	250
203.30 Tech Serv Librarian	$29,937	$34,200	$36,538	$49,653	$37,253	307
203.40 Public Serv Librarian	$31,017	$33,737	$37,063	$50,600	$37,605	224
203.50 Reference Librarian	$28,875	$30,528	$34,889	$40,585	$34,062	327
204.00 Dir Instit Research	$39,138	$44,915	$48,000	$57,893	$49,594	377
204.10 Assc Dir Inst Res	$36,509	$38,119	$34,987	$45,192	$39,603	97
205.00 Dir Educ Media Serv	$35,880	$36,635	$43,392	$55,472	$43,224	300
206.00 Dir Learning Res Ctr	$38,736	$43,630	$49,533	$51,900	$45,917	249
207.00 Dir Internatl Std Ed	$55,127	$41,483	$52,962	$61,596	$54,590	125
208.00 Dir Comp Ctr,Opr/Acad	$37,934	$43,000	$49,831	$64,645	$51,236	200
208.10 Assc Dir CC Opr/Acad	$26,344	$30,170	$40,164	$52,176	$45,195	76
209.00 Admn,Grants-Contract	$38,987	$45,035	$44,608	$58,434	$48,769	311
210.00 Dean,Architecture	$62,202	*	$84,803	$88,089	$86,509	46
211.00 Dean,Agriculture	$54,763	$56,201	$70,040	$97,800	$84,700	73
212.00 Dean,Arts & Letters	$45,106	$51,777	$63,788	$83,946	$62,495	96
213.00 Dean,Arts & Sciences	$48,900	$61,000	$70,673	$93,259	$70,425	263
214.00 Dean,Business	$47,660	$57,450	$71,584	$93,114	$69,526	419
215.00 Dean,Communications	$43,423	$46,032	$52,113	$83,891	$63,814	54
216.00 Dean,Continuing Ed	$47,382	$51,600	$57,664	$70,341	$55,400	367
217.00 Dean,Dentistry	$103,216	$109,242	$90,240	$127,733	$114,500	30
218.00 Dean,Education	$54,700	$59,969	$68,500	$86,000	$71,241	286
219.00 Dean,Engineering	$48,981	$56,150	$75,600	$104,000	$90,000	183
221.00 Dean,Extension	$47,985	$47,189	$59,306	$81,066	$64,350	69
222.00 Dean,Fine Arts	$36,925	$53,050	$61,508	$76,100	$67,732	110
223.00 Dean,Graduate Program	$71,189	$62,817	$66,921	$84,936	$73,320	237
224.00 Dean,Hlth-Rltd Prof	$48,191	$53,760	$65,819	$75,800	$62,433	183
225.00 Dean,Home Economics	$56,974	$46,000	$67,400	$82,250	$79,100	41
226.00 Dean,Humanities	$47,604	$51,663	$61,790	$71,000	$55,303	131
227.00 Dean,Instruction	$48,133	$55,135	$60,845	$60,476	$56,751	39
228.00 Dean,Law	$36,900	$139,000	$91,108	$118,830	$115,000	62
229.00 Dean,Lib & Inf Sci	$49,800	$49,070	$59,280	$81,599	$67,750	56
230.00 Dean,Mathematics	$38,653	$50,517	$58,422	$64,000	$54,752	63
231.00 Dean,Medicine	$140,300	$144,900	$110,624	$170,252	$155,096	48
232.00 Dean,Music	$56,783	$61,500	$74,948	$79,271	$76,323	28
233.00 Dean,Nursing	$48,720	$52,165	$65,800	$84,000	$65,699	182
234.00 Dean,Occ Std/Voc Ed	$45,856	$50,000	$60,370	$67,765	$54,606	198
235.00 Dean,Pharmacy	$114,384	$115,936	$78,323	$104,500	$100,607	38
236.00 Dean,Public Health	*	$76,750	$88,620	$121,300	$107,500	11
237.00 Dean,Sciences	$46,196	$54,466	$63,779	$91,900	$61,817	166
238.00 Dean,Social Sciences	$51,524	$50,529	$63,336	$91,698	$59,236	126
239.00 Dean,Social Work	$52,999	$105,000	$70,094	$87,266	$83,000	40
240.00 Dean,Special Programs	$44,070	$46,463	$56,751	$66,533	$50,468	75
241.00 Dean,Undergrad Prog	$53,742	$58,027	$63,000	$73,190	$64,767	47
242.00 Dean,Veterinary Sci	*	*	*	$106,525	$106,525	19
ADMINISTRATIVE						
301.00 Chief Business Off	$52,661	$64,849	$73,330	$93,074	$70,000	609
301.01 Chief Admin Off	$54,510	$60,780	$67,161	$85,090	$68,020	135
301.02 Chief Financial Off	$49,230	$55,500	$62,451	$74,775	$62,768	194
301.10 Dir Health & Safety	$42,313	$44,100	$39,518	$52,242	$46,643	148
301.20 Dir Telecommunic	$42,073	$33,832	$43,022	$54,030	$46,840	206
302.00 Chief Planning Off	$52,272	$54,845	$62,900	$70,500	$62,807	141
303.00 Chief Budgeting Off	$47,556	$47,625	$50,768	$63,000	$53,800	291
303.10 Assc Budget Dir	$39,993	$39,319	$39,700	$49,299	$43,284	140
304.00 Chief Plan-Budgt Off	$43,720	$50,678	$59,428	$78,296	$69,200	64
305.00 General Counsel	$53,204	$50,901	$58,572	$76,799	$69,447	141
305.10 Staff Attorneys	$55,000	$42,096	$40,000	$52,000	$50,848	66
306.00 Chf Personnel/HR Off	$41,121	$44,100	$50,400	$66,713	$53,500	466
306.10 Assc Dir Pers/HR	$36,163	$36,064	$36,000	$50,000	$41,407	198
306.20 Manager Benefits	$29,033	$28,302	$29,772	$38,500	$33,364	230
306.30 Manager Training-Dev	$47,316	$31,276	$30,156	$38,195	$36,005	114
306.40 Manager Empl Relatns	$37,829	$52,200	$40,280	$39,470	$40,436	65
306.50 Manager Labor Rel	$43,992	$69,896	$47,956	$52,825	$52,492	45
306.60 Manager Employment	$38,126	$28,102	$30,072	$36,986	$33,356	160
306.70 Mgr Wage-Sal/Mgr,Comp	$29,925	$34,905	$30,105	$38,387	$36,064	136
306.80 Mgr Personnel Inf Sys	$40,032	$34,398	$28,800	$40,560	$36,192	71
307.00 Dir AA/EEO	$43,705	$47,500	$41,392	$55,000	$49,412	268
307.10 Assc Dir AA/EEO	$31,550	$35,161	$34,965	$38,004	$35,618	65
308.00 Dir Pers-AA	$36,417	$42,700	$49,265	$60,710	$44,390	127
309.00 Dir Computer Center	$42,300	$50,585	$56,959	$74,000	$56,260	408
309.10 Assc Dir Computer Ctr	$36,900	$39,978	$45,395	$58,726	$48,103	155
309.20 Data Base Admin	$39,999	$38,619	$40,827	$48,976	$43,903	135
309.30 Sys Analyst I-Hi	$30,320	$35,240	$38,373	$41,589	$38,735	264
309.40 Sys Analyst II-Lo	$30,302	$30,160	$29,798	$33,227	$31,260	179
309.50 Prog Analyst I-Hi	$30,000	$31,905	$33,032	$35,692	$32,817	341
309.60 Prog Analyst II-Lo	$23,979	$26,280	$25,804	$26,378	$26,000	291
310.00 Dir, Comp Ctr Opr/Ad	$37,500	$43,303	$48,782	$61,109	$50,266	189

*denotes 3 cases or fewer

TABLE 6
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR PUBLIC INSTITUTIONS

CUPA 1990-91 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR PUBLIC INSTITUTIONS				PUBLIC INSTITUTIONS	PUBLIC INSTITUTIONS
	QUARTILE 1 2,051 OR LESS	QUARTILE 2 2,052-4,431	QUARTILE 3 4,432-10,823	QUARTILE 4 10,824 OR MORE	MED ENROLLMENT 4,431	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
310.10 Asst Dir Comp Ctr	$37,069	$36,907	$44,214	$53,209	$45,500	97
311.00 Dir Inform Systems	$47,822	$51,820	$53,271	$63,021	$56,483	170
312.00 Chf Phys Plnt/Fac	$37,613	$45,248	$51,790	$66,340	$51,242	599
312.10 Asst Dir Phys Plnt	$32,200	$34,500	$40,901	$54,237	$42,610	304
312.20 Mgr Landscape/Grds	$26,969	$27,538	$30,548	$37,078	$31,719	300
312.30 Mgr Bldg Mnt Trades	$27,894	$31,271	$34,678	$41,643	$35,200	241
312.40 Mgr Tech Trades	$31,273	$33,773	$34,725	$39,446	$35,965	104
312.50 Mgr Custodial Srv	$26,040	$25,614	$29,359	$37,377	$31,449	331
312.60 Mgr Power Plant	$34,352	$34,502	$34,699	$41,787	$37,425	176
313.00 Comptroller	$35,894	$44,220	$53,063	$66,100	$51,450	365
313.10 Manager Payroll	$29,462	$27,528	$29,576	$39,148	$32,312	334
314.00 Dir Accounting	$34,881	$37,320	$41,462	$51,650	$42,800	337
314.10 Staff Accountant-Hi	$26,730	$29,190	$32,000	$33,579	$30,919	315
314.20 Staff Accountant-Lo	$21,980	$25,101	$24,093	$24,673	$24,358	261
315.00 Bursar	$31,966	$36,564	$37,654	$44,880	$39,425	218
315.10 Asst Bursar	$24,500	$26,391	$29,917	$38,900	$32,242	53
316.00 Dir Purchasing	$30,851	$35,051	$39,299	$52,064	$40,872	463
316.10 Asst Dir Purchasing	$33,615	$31,000	$29,603	$42,224	$35,445	155
317.00 Dir Bookstore	$23,458	$28,503	$36,048	$45,699	$33,456	386
317.10 Asst Dir Bookstore	$20,475	$22,542	$24,900	$33,108	$27,035	110
318.00 Dir Internal Audit	$38,100	$35,700	$40,000	$53,000	$46,503	232
319.00 Dir Aux Services	$40,240	$43,093	$46,224	$59,100	$48,900	219
319.10 Mgr Mail Services	$21,497	$21,879	$23,500	$29,564	$25,663	228
320.00 Dir Campus Security	$31,842	$34,798	$37,163	$51,592	$40,649	435
321.00 Dir Risk Mgt/Ins	$51,350	$34,134	$41,172	$51,876	$47,281	93
322.00 Admin Hosp Med Ctr	$127,132	$125,970	$67,419	$122,500	$122,500	33
322.10 Dir Med Ctr Pub Rel	$60,553	$60,000	$33,511	$49,995	$51,480	25
322.20 Dir Med Ctr Pers	$65,500	*	$33,833	$58,000	$58,240	17
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$42,400	$57,197	$61,175	$78,835	$61,024	322
401.10 Dir Annual Giving	$31,412	$33,744	$38,728	$40,532	$38,002	141
401.20 Dir Corp/Fndtn Rel	$41,000	$39,832	$41,625	$51,746	$45,225	127
401.30 Coord Res Dev	$35,030	$30,872	$33,909	$36,750	$35,092	64
401.40 Dir Estate Pln	$37,766	$35,000	$41,793	$52,076	$49,404	34
402.00 Chf Public Rel Off	$33,903	$39,650	$49,050	$64,835	$47,410	336
402.10 Dir Gov/Leg Rel	$59,965	$58,008	$62,620	$69,082	$65,059	110
403.00 Chf Dev/Pub Rel Off	$39,156	$52,414	$63,801	$84,644	$70,788	126
404.00 Dir Alumni Affairs	$34,100	$33,571	$36,465	$50,400	$39,878	286
405.00 Dir Dev/Alumni Aff	$42,390	$45,010	$48,600	$64,360	$47,000	65
406.00 Dir Spec/Defer Gifts	$27,218	$40,069	$49,875	$50,182	$49,750	39
407.00 Dir Church Relations	$55,153	$50,262	*	*	$50,262	4
408.00 Dir Community Serv	$35,238	$45,215	$46,995	$49,101	$44,827	122
409.00 Dir Publications	$29,026	$37,217	$36,950	$43,665	$38,760	220
409.10 Asst Dir Publicatns	$28,024	$31,532	$30,874	$32,009	$31,932	69
409.20 Mgr Printing Srv	$28,662	$27,411	$31,066	$39,100	$32,936	280
410.00 Dir Info Office	$27,838	$34,435	$39,686	$50,242	$39,397	247
411.00 Dir News Bureau	$31,572	$31,185	$31,037	$39,801	$34,761	136
STUDENT SERVICES						
501.00 Chf Student Aff Off	$51,623	$59,730	$68,000	$83,250	$65,000	586
501.50 Dean of Students	$46,041	$51,983	$50,450	$61,360	$53,000	220
502.00 Chief Admissions Off	$37,218	$44,719	$47,229	$56,690	$46,149	390
502.10 Asst Dir Admissions	$27,368	$31,812	$35,408	$37,663	$35,272	259
502.20 Admissions Counselor	$23,450	$24,810	$23,833	$24,856	$24,155	267
502.30 Academic Advisor	$30,595	$31,017	$27,409	$26,878	$27,941	161
503.00 Dir.Adm & Registrar	$39,872	$45,770	$45,893	$64,959	$47,838	179
504.00 Registrar	$33,100	$43,364	$47,893	$54,949	$45,226	452
504.10 Asst Registrar	$28,000	$33,870	$35,797	$43,566	$37,984	195
504.20 Asst Registrar	$22,866	$26,750	$30,110	$32,657	$30,220	205
505.00 Dir Adm/Fin Aid	$39,000	$41,786	$51,117	$65,775	$45,860	47
506.00 Dir Student Fin Aid	$33,982	$38,366	$42,640	$52,637	$41,200	621
506.10 Asst Dir Std Fin Aid	$26,302	$28,707	$31,412	$38,953	$32,479	293
507.00 Dir Food Services	$25,407	$31,476	$41,000	$51,339	$41,300	165
507.10 Asst Dir Food Serv	$33,779	$30,093	$30,133	$39,963	$36,325	74
508.00 Dir Student Housing	$26,853	$35,240	$40,840	$53,000	$42,000	285
508.10 Asst Dir Std Housing	$29,000	$29,513	$31,510	$41,211	$33,710	127
508.20 Housing Off/Adm Opr	$18,000	$30,750	$30,383	$40,000	$35,744	89
508.30 Housing Off/Res Life	$24,774	$25,654	$28,000	$40,812	$30,978	125
509.00 Dir, Union/Std Act	$26,922	$36,283	$42,930	$51,027	$43,178	68
510.00 Dir Foreign Students	$38,350	$30,000	$32,712	$43,330	$38,315	138
511.00 Dir Student Union	$31,154	$39,399	$40,300	$51,600	$42,754	184
511.10 Asst Dir Std Union	$27,647	$28,665	$34,799	$38,400	$36,000	99
512.00 Dir Std Activities	$29,081	$33,182	$35,160	$45,078	$35,978	365
513.00 Dir Std Placement	$30,842	$35,523	$38,900	$49,074	$39,956	433
514.00 Dir Std Counseling	$35,715	$42,680	$46,762	$56,500	$45,446	466
514.10 Asst Dir Std Cnslg	$32,608	$31,906	$37,934	$45,790	$41,511	96
515.00 Dir Std Hlth-Physicn	$66,150	$62,329	$71,104	$79,515	$74,450	161
516.00 Dir Std Hlth-Nurse	$27,735	$26,633	$31,903	$41,065	$31,900	197
517.00 Dir Campus Ministries	$35,943	$38,156	*	$49,098	$37,440	6
518.00 Dir Athletics	$37,696	$48,442	$54,422	$79,884	$54,864	413
519.00 Dir Sports Info	$22,000	$23,952	$28,224	$36,063	$31,280	234
520.00 Dir Athletics/Men	*	$46,784	$55,131	$59,319	$55,731	31
521.00 Dir Athletics/Women	$27,300	$35,688	$39,990	$50,014	$46,088	66
522.00 Dir Campus Rec	$29,036	$29,535	$33,122	$43,893	$34,605	229
523.00 Chief Enrollment Mgmt	$40,836	$48,500	$53,000	$61,752	$52,505	60
524.00 Dir Minority Affairs	$41,465	$33,298	$36,624	$44,483	$38,580	150
525.00 Dir Conferences	$33,596	$35,160	$34,600	$47,650	$41,629	113

*denotes 3 cases or fewer

TABLE 7
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR PRIVATE-INDEPENDENT INSTITUTIONS

CUPA 1990-91 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR PRIV-INDEP INSTITUTIONS				PRIV-INDEP INSTITUTIONS	PRIV-INDEP INSTITUTIONS
	QUARTILE 1 764 OR LESS	QUARTILE 2 765-1,438	QUARTILE 3 1,439-2,883	QUARTILE 4 2,884 OR MORE	MED ENROLLMENT 1,438	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$68,250	$141,612	$95,000	$140,000	$110,000	37
101.10 Asst to CEO/System	$30,000	*	$35,000	$54,000	$46,000	13
102.00 CEO / Single Inst	$85,000	$97,161	$121,000	$148,500	$110,718	305
102.10 Asst to CEO/Single	$35,646	$35,393	$43,650	$53,900	$42,000	166
103.00 Exec Vice Pres	$61,745	$80,000	$82,500	$116,900	$85,843	61
ACADEMIC						
201.00 Chief Acad Off	$56,700	$67,807	$78,500	$103,680	$75,000	332
202.00 Chf Hlth Prof Off	$52,500	$186,409	$38,000	$224,000	$170,205	20
203.00 Dir Library Serv	$30,850	$39,700	$48,600	$59,890	$43,990	323
203.10 Circulatn Librarian	$21,250	$21,320	$25,764	$31,542	$26,000	143
203.20 Acquistns Librarian	$23,000	$26,085	$29,773	$32,955	$29,670	135
203.30 Tech Serv Librarian	$24,319	$28,342	$33,102	$37,100	$31,176	188
203.40 Public Serv Librarian	$26,000	$27,343	$35,216	$39,700	$32,000	117
203.50 Reference Librarian	$24,412	$26,767	$28,468	$34,025	$28,436	191
204.00 Dir Instit Research	$38,700	$34,000	$45,300	$49,540	$43,430	85
204.10 Assc Dir Inst Res	*	$24,500	$32,736	$37,854	$35,244	18
205.00 Dir Educ Media Serv	$24,458	$23,500	$32,310	$38,280	$30,859	124
206.00 Dir Learning Res Ctr	$26,711	$27,071	$32,000	$38,700	$30,238	97
207.00 Dir Internatl Std Ed	$28,900	$37,447	$40,707	$47,250	$39,243	47
208.00 Dir Comp Ctr,Opr/Acad	$33,257	$33,000	$46,700	$56,600	$45,914	147
208.10 Assc Dir CC Opr/Acad	$32,156	$27,085	$32,100	$46,502	$34,700	61
209.00 Admn,Grants-Contract	$34,000	$35,000	$32,725	$47,500	$40,982	84
210.00 Dean,Architecture	*	*	$52,742	$100,000	$90,300	11
212.00 Dean,Arts & Letters	$30,701	$43,900	$44,730	$68,109	$50,398	18
213.00 Dean,Arts & Sciences	$31,750	$45,000	$59,895	$82,750	$71,475	84
214.00 Dean,Business	$30,550	$51,915	$59,000	$91,500	$78,420	105
215.00 Dean,Communications	*	$49,764	$40,370	$80,500	$65,426	15
216.00 Dean,Continuing Ed	$33,311	$44,729	$49,463	$65,153	$50,374	100
217.00 Dean,Dentistry	$32,440	*	*	$136,000	$118,000	11
218.00 Dean,Education	$29,000	$48,602	$46,078	$74,300	$67,250	57
219.00 Dean,Engineering	$57,000	$51,633	$55,383	$110,000	$86,250	46
221.00 Dean,Extension	$53,000	$38,893	$45,675	$72,500	$49,338	12
222.00 Dean,Fine Arts	$26,800	$55,000	$52,015	$96,195	$57,218	28
223.00 Dean,Graduate Program	$46,944	$48,000	$52,684	$77,040	$68,000	85
224.00 Dean,Hlth-Rltd Prof	$70,000	$66,718	$60,640	$64,500	$64,750	11
225.00 Dean,Home Economics	*	*	*	*	*	2
226.00 Dean,Humanities	$33,199	$39,682	$45,520	$64,122	$46,655	24
227.00 Dean,Instruction	$57,750	$41,693	$48,445	$64,300	$55,335	6
228.00 Dean,Law	*	$82,860	$128,600	$135,000	$133,750	40
229.00 Dean,Lib & Inf Sci	*	*	*	$89,950	$89,950	6
230.00 Dean,Mathematics	*	*	$33,400	$74,698	$57,900	8
231.00 Dean,Medicine	*	$111,932	*	$210,000	$210,000	15
232.00 Dean,Music	*	$48,500	$49,766	$80,000	$70,000	17
233.00 Dean,Nursing	$35,147	$39,600	$48,989	$77,830	$61,483	38
234.00 Dean,Occ Std/Voc Ed	*	$47,202	$52,402	$59,000	$53,101	8
235.00 Dean,Pharmacy	*	$80,000	$100,000	$87,400	$87,400	7
236.00 Dean,Public Health	*	*	*	*	*	3
237.00 Dean,Sciences	$45,913	$43,559	$53,935	$70,102	$55,127	26
238.00 Dean,Social Sciences	$27,600	$34,792	$45,143	$56,395	$45,143	24
239.00 Dean,Social Work	*	$37,630	*	$94,500	$84,757	14
240.00 Dean,Special Programs	$43,000	$38,167	$50,884	$75,199	$50,400	15
241.00 Dean,Undergrad Prog	*	$55,000	$55,650	$85,000	$60,660	34
242.00 Dean,Veterinary Sci	*	*	*	*	*	2
ADMINISTRATIVE						
301.00 Chief Business Off	$51,336	$63,700	$77,000	$99,500	$73,000	278
301.01 Chief Admin Off	$39,000	$63,163	$62,300	$87,626	$63,437	57
301.02 Chief Financial Off	$41,000	$55,000	$69,650	$92,555	$65,000	88
301.10 Dir Health & Safety	$19,155	$40,000	$32,242	$57,072	$52,401	34
301.20 Dir Telecommunic	$61,000	$36,000	$33,788	$51,780	$47,655	64
302.00 Chief Planning Off	$36,200	$51,900	$69,550	$75,350	$62,125	36
303.00 Chief Budgeting Off	$40,500	$50,804	$48,160	$61,500	$51,876	75
303.10 Assc Budget Dir	$48,500	$37,250	$32,000	$47,300	$44,084	31
304.00 Chief Plan-Budgt Off	$52,000	$55,258	$51,750	$82,500	$64,916	20
305.00 General Counsel	$52,500	$75,120	$92,504	$93,215	$89,300	37
305.10 Staff Attorneys	*	$27,563	*	$60,583	$58,792	21
306.00 Chf Personnel/HR Off	$31,879	$36,750	$45,000	$59,500	$45,000	208
306.10 Assc Dir Pers/HR	$32,300	$31,015	$30,250	$41,392	$35,200	78
306.20 Manager Benefits	$26,000	$27,547	$31,300	$34,507	$32,220	91
306.30 Manager Training-Dev	$29,179	$31,904	$33,943	$38,000	$36,125	30
306.40 Manager Empl Relatns	*	$24,635	$37,230	$41,865	$38,977	18
306.50 Manager Labor Rel	*	$57,000	*	$57,000	$57,000	6
306.60 Manager Employment	$31,720	$30,714	$28,909	$34,350	$31,700	59
306.70 Mgr Wage-Sal/Mgr,Comp	$27,356	$38,720	$35,174	$38,100	$36,838	42
306.80 Mgr Personnel Inf Sys	*	$29,870	$28,331	$35,700	$33,500	29
307.00 Dir AA/EEO	*	$35,850	$41,250	$54,500	$52,135	42
307.10 Assc Dir AA/EEO	*	*	*	$36,880	$36,880	9
308.00 Dir Pers-AA	$30,600	$35,745	$38,135	$52,882	$39,450	49
309.00 Dir Computer Center	$32,545	$41,068	$54,000	$67,565	$53,750	145
309.10 Assc Dir Computer Ctr	$26,003	$30,000	$37,999	$56,383	$40,780	65
309.20 Data Base Admin	$28,000	$21,675	$41,500	$44,650	$42,000	51
309.30 Sys Analyst I-Hi	$28,355	$34,510	$34,600	$42,000	$38,300	99
309.40 Sys Analyst II-Lo	$26,800	$23,500	$27,300	$34,288	$28,370	64
309.50 Prog Analyst I-Hi	$28,630	$28,050	$29,458	$35,253	$31,263	141
309.60 Prog Analyst II-Lo	$23,000	$23,100	$25,000	$27,005	$26,000	123

*denotes 3 cases or fewer

TABLE 7
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR PRIVATE-INDEPENDENT INSTITUTIONS

CUPA 1990-91 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR PRIV-INDEP INSTITUTIONS				PRIV-INDEP INSTITUTIONS	PRIV-INDEP INSTITUTIONS
	QUARTILE 1 764 OR LESS	QUARTILE 2 765-1,438	QUARTILE 3 1,439-2,883	QUARTILE 4 2,884 OR MORE	MED ENROLLMENT 1,438	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
310.00 Dir, Comp Ctr Opr/Ad	$34,279	$39,180	$45,000	$61,000	$46,350	135
310.10 Assc Dir Comp Ctr	$24,449	$30,825	$38,670	$54,290	$38,670	45
311.00 Dir Inform Systems	$28,500	$43,163	$45,200	$67,000	$52,655	73
312.00 Chf Phys Plnt/Fac	$33,000	$42,800	$49,290	$65,000	$47,892	289
312.10 Assc Dir Phys Plnt	$29,665	$30,243	$39,848	$47,653	$39,165	125
312.20 Mgr Landscape/Grds	$24,875	$24,431	$30,300	$35,725	$30,712	133
312.30 Mgr Bldg Mnt Trades	$24,816	$30,500	$33,765	$38,500	$33,992	125
312.40 Mgr Tech Trades	$29,569	$26,866	$36,500	$39,160	$35,500	67
312.50 Mgr Custodial Srv	$23,711	$27,500	$30,100	$34,864	$29,650	160
312.60 Mgr Power Plant	$23,457	$31,958	$40,085	$42,723	$40,085	53
313.00 Comptroller	$33,600	$41,235	$52,292	$62,000	$49,496	236
313.10 Manager Payroll	$21,900	$23,350	$26,820	$33,820	$28,172	154
314.00 Dir Accounting	$30,155	$33,900	$37,650	$43,050	$37,900	122
314.10 Staff Accountant-Hi	$27,000	$26,625	$29,600	$31,586	$28,733	142
314.20 Staff Accountant-Lo	$19,110	$22,820	$24,900	$24,557	$23,827	130
315.00 Bursar	$25,232	$25,380	$29,900	$40,535	$33,750	122
315.10 Assc Bursar	$19,250	$22,060	$21,900	$28,700	$26,566	34
316.00 Dir Purchasing	$25,656	$28,500	$36,610	$41,849	$36,150	156
316.10 Assc Dir Purchasing	$23,915	$39,000	$26,179	$33,700	$31,292	43
317.00 Dir Bookstore	$22,000	$22,346	$30,143	$46,544	$25,275	173
317.10 Assc Dir Bookstore	$24,900	$19,150	$20,300	$32,300	$20,800	47
318.00 Dir Internal Audit	$38,053	$36,500	$33,468	$51,492	$49,098	64
319.00 Dir Aux Services	$28,100	$31,800	$44,000	$57,602	$45,165	70
319.10 Mgr Mail Services	$15,970	$17,500	$20,605	$27,300	$21,135	143
320.00 Dir Campus Security	$25,000	$26,023	$35,672	$45,300	$34,860	221
321.00 Dir Risk Mgt/Ins	$43,680	$46,429	$50,500	$56,145	$55,400	34
322.00 Admin Hosp Med Ctr	$28,530	*	*	$159,999	$152,200	8
322.10 Dir Med Ctr Pub Rel	$60,000	$47,139	$23,210	$63,100	$60,000	14
322.20 Dir Med Ctr Pers	$17,850	*	*	$61,963	$54,926	7
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$50,000	$60,000	$70,500	$84,080	$68,678	273
401.10 Dir Annual Giving	$31,457	$33,250	$37,892	$40,740	$36,400	202
401.20 Dir Corp/Fndtn Rel	$35,155	$37,380	$39,225	$48,000	$42,050	162
401.30 Coord Res Dev	$30,000	$26,500	$28,000	$33,350	$28,975	90
401.40 Dir Estate Pln	$35,827	$41,591	$47,700	$51,681	$43,802	82
402.00 Chf Public Rel Off	$33,760	$36,724	$41,500	$61,000	$42,525	209
402.10 Dir Gov/Leg Rel	$52,120	$46,294	$51,026	$57,630	$54,600	31
403.00 Chf Dev/Pub Rel Off	$39,026	$57,000	$72,328	$99,900	$68,500	52
404.00 Dir Alumni Affairs	$28,600	$30,229	$37,198	$40,014	$34,800	254
405.00 Dir Dev/Alumni Aff	$35,250	$42,525	$51,463	$60,000	$50,130	40
406.00 Dir Spec/Defer Gifts	$35,000	$40,000	$47,333	$50,100	$47,413	75
407.00 Dir Church Relations	$14,280	$37,000	$42,385	$58,900	$39,000	15
408.00 Dir Community Serv	$24,755	$41,453	$30,565	$43,240	$39,500	28
409.00 Dir Publications	$28,020	$31,635	$31,920	$40,517	$35,700	149
409.10 Assc Dir Publicatns	$25,000	$24,505	$28,940	$31,644	$26,760	72
409.20 Mgr Printing Srv	$18,960	$23,713	$25,750	$33,608	$26,015	110
410.00 Dir Info Office	$31,331	$31,150	$30,800	$48,795	$35,631	89
411.00 Dir News Bureau	$21,500	$27,342	$30,000	$39,150	$30,000	68
STUDENT SERVICES						
501.00 Chf Student Aff Off	$42,000	$49,000	$58,188	$76,174	$57,020	257
501.50 Dean of Students	$39,349	$40,885	$44,800	$55,200	$46,467	133
502.00 Chief Admissions Off	$34,178	$42,000	$52,842	$57,750	$48,000	274
502.10 Assc Dir Admissions	$24,000	$28,365	$31,885	$34,800	$30,786	249
502.20 Admissions Counselor	$18,694	$19,928	$21,288	$23,000	$21,050	262
502.30 Academic Advisor	$22,650	$28,257	$23,150	$26,703	$25,000	67
503.00 Dir.Adm & Registrar	$28,875	$40,000	$52,931	$63,996	$40,300	12
504.00 Registrar	$28,225	$32,208	$40,841	$49,049	$37,170	317
504.10 Assc Registrar	$19,069	$23,270	$27,800	$37,100	$30,900	113
504.20 Asst Registrar	$17,160	$20,448	$23,298	$27,563	$23,399	128
505.00 Dir Adm/Fin Aid	$40,000	$40,811	$65,000	$66,250	$50,520	45
506.00 Dir Student Fin Aid	$29,000	$31,944	$40,000	$48,000	$36,720	320
506.10 Assc Dir Std Fin Aid	$21,600	$22,350	$25,589	$31,500	$26,022	209
507.00 Dir Food Services	$31,000	$31,256	$43,328	$58,801	$39,900	85
507.10 Assc Dir Food Serv	$16,800	$30,125	$34,750	$41,667	$32,689	42
508.00 Dir Student Housing	$23,265	$28,078	$30,640	$43,790	$33,780	177
508.10 Assc Dir Std Housing	$18,327	$20,326	$24,845	$31,405	$28,000	65
508.20 Housing Off/Adm Opr	$24,950	$25,000	$24,900	$30,740	$28,058	45
508.30 Housing Off/Res Life	$17,000	$21,024	$24,300	$30,300	$24,980	106
509.00 Dir, Union/Std Act	$23,934	$26,200	$29,000	$46,750	$34,000	42
510.00 Dir Foreign Students	$26,063	$28,370	$26,465	$34,600	$30,700	78
511.00 Dir Student Union	$24,500	$32,350	$31,500	$38,808	$35,222	40
511.10 Assc Dir Std Union	*	$18,600	$22,338	$28,735	$26,016	25
512.00 Dir Std Activities	$21,423	$26,000	$28,400	$32,800	$27,835	180
513.00 Dir Std Placement	$26,063	$28,000	$35,483	$41,649	$34,453	251
514.00 Dir Std Counseling	$25,628	$32,455	$36,875	$43,517	$37,877	201
514.10 Assc Dir Std Cnslg	$22,000	$26,000	$23,500	$36,925	$29,025	59
515.00 Dir Std Hlth-Physicn	$23,746	$40,500	$84,000	$85,021	$82,500	57
516.00 Dir Std Hlth-Nurse	$21,683	$23,263	$30,368	$33,100	$28,396	174
517.00 Dir Campus Ministries	$27,000	$27,550	$37,055	$37,018	$33,900	128
518.00 Dir Athletics	$30,498	$38,430	$48,368	$59,500	$47,250	227
519.00 Dir Sports Info	$20,948	$21,574	$23,000	$28,681	$24,537	136
520.00 Dir Athletics/Men	*	$38,420	$43,800	$46,634	$41,110	8
521.00 Dir Athletics/Women	$22,000	$28,500	$29,700	$33,340	$31,413	36
522.00 Dir Campus Rec	$21,458	$25,200	$25,600	$31,500	$28,500	87
523.00 Chief Enrollment Mgmt	$34,135	$46,440	$54,520	$69,730	$55,853	48
524.00 Dir Minority Affairs	$37,965	$29,694	$34,925	$39,387	$35,159	73
525.00 Dir Conferences	$41,847	$28,620	$32,628	$42,513	$35,000	67

*denotes 3 cases or fewer

TABLE 8
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR PRIVATE-RELIGIOUS INSTITUTIONS

CUPA 1990-91 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR PRIV-RELIG INSTITUTIONS				PRIV-RELIG INSTITUTIONS	PRIV-RELIG INSTITUTIONS
	QUARTILE 1 629 OR LESS	QUARTILE 2 630-1,081	QUARTILE 3 1,082-1,948	QUARTILE 4 1949 OR MORE	MED ENROLLMENT 1,081	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$59,769	$66,000	$99,000	$107,500	$82,772	31
101.10 Asst to CEO/System	*	*	*	*	*	3
102.00 CEO / Single Inst	$60,618	$80,000	$89,650	$117,000	$83,250	230
102.10 Asst to CEO/Single	$35,300	$26,686	$37,100	$45,344	$35,869	101
103.00 Exec Vice Pres	$43,156	$52,750	$72,500	$80,399	$64,000	44
ACADEMIC						
201.00 Chief Acad Off	$47,040	$52,080	$63,050	$76,600	$58,000	260
202.00 Chf Hlth Prof Off	*	$22,700	$53,010	$173,575	$72,210	10
203.00 Dir Library Serv	$30,231	$32,022	$38,500	$48,800	$36,920	253
203.10 Circulatn Librarian	$19,829	$21,000	$21,909	$26,632	$22,219	112
203.20 Acquistns Librarian	$21,700	$18,415	$25,500	$28,200	$25,500	85
203.30 Tech Serv Librarian	$21,725	$22,025	$26,625	$33,533	$26,625	147
203.40 Public Serv Librarian	$21,804	$22,263	$25,125	$31,166	$26,924	80
203.50 Reference Librarian	$22,238	$24,000	$26,997	$28,846	$26,306	160
204.00 Dir Instit Research	$31,690	$25,000	$35,255	$39,500	$36,309	74
204.10 Assc Dir Inst Res	*	*	*	$35,352	$35,352	8
205.00 Dir Educ Media Serv	$23,010	$22,500	$24,260	$33,200	$26,497	100
206.00 Dir Learning Res Ctr	$23,100	$23,835	$28,487	$32,588	$27,127	66
207.00 Dir Internatl Std Ed	$21,951	$36,517	$32,636	$40,600	$38,400	37
208.00 Dir Comp Ctr,Opr/Acad	$23,050	$33,646	$32,185	$45,861	$37,600	74
208.10 Assc Dir CC Opr/Acad	*	$19,900	$27,093	$37,036	$27,936	27
209.00 Admn,Grants-Contract	$25,688	$22,500	$26,476	$52,500	$33,825	45
212.00 Dean,Arts & Letters	*	$29,950	$63,250	$64,950	$55,825	8
213.00 Dean,Arts & Sciences	$43,058	$36,524	$50,000	$70,000	$63,500	46
214.00 Dean,Business	$36,000	$34,414	$53,000	$79,500	$58,743	74
215.00 Dean,Communications	*	$30,760	$55,593	$63,846	$42,000	17
216.00 Dean,Continuing Ed	$33,925	$35,280	$46,957	$53,340	$41,689	61
217.00 Dean,Dentistry	*	*	*	$116,500	$116,500	5
218.00 Dean,Education	$34,500	$34,041	$36,430	$59,979	$44,450	54
219.00 Dean,Engineering	$34,851	*	*	$76,150	$71,300	15
221.00 Dean,Extension	*	$39,693	*	$68,543	$61,143	6
222.00 Dean,Fine Arts	$22,000	$33,456	$42,800	$45,950	$40,093	26
223.00 Dean,Graduate Program	$42,423	$42,300	$45,423	$57,260	$53,000	61
224.00 Dean,Hlth-Rltd Prof	*	$39,698	$46,353	$62,500	$41,739	11
225.00 Dean,Home Economics	*	*	*	*	*	2
226.00 Dean,Humanities	$36,703	$41,236	$43,820	$48,000	$43,152	28
227.00 Dean,Instruction		*	*	*	*	1
228.00 Dean,Law	*	*	*	$125,000	$125,000	20
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	1
230.00 Dean,Mathematics	$40,420	$33,538	$39,427	$49,851	$36,033	18
231.00 Dean,Medicine	*	*	*	$179,000	$179,000	4
232.00 Dean,Music	$32,084	$31,950	$32,594	$55,600	$42,950	24
233.00 Dean,Nursing	$41,663	$41,735	$44,880	$58,818	$48,050	46
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	2
235.00 Dean,Pharmacy	*	*	*	$85,113	$85,113	5
237.00 Dean,Sciences	$35,608	$34,813	$38,178	$53,500	$38,178	31
238.00 Dean,Social Sciences	$30,556	$34,376	$33,082	$50,200	$34,734	32
239.00 Dean,Social Work	*	$40,580	*	$59,400	$54,230	5
240.00 Dean,Special Programs	$32,000	$31,988	$49,220	$46,688	$38,746	24
241.00 Dean,Undergrad Prog	*	$43,830	$49,672	$51,000	$50,000	15
ADMINISTRATIVE						
301.00 Chief Business Off	$40,000	$50,000	$61,500	$80,250	$57,000	212
301.01 Chief Admin Off	$32,000	$37,523	$46,962	$70,700	$55,134	32
301.02 Chief Financial Off	$45,000	$45,000	$55,350	$56,032	$47,736	61
301.10 Dir Health & Safety	*	$35,000	$41,500	$34,100	$34,550	10
301.20 Dir Telecommunic	$39,162	$14,546	$24,400	$39,750	$39,250	31
302.00 Chief Planning Off	*	$48,000	$65,315	$68,884	$60,091	17
303.00 Chief Budgeting Off	$27,300	$35,070	$46,680	$54,000	$46,715	34
303.10 Assc Budget Dir	$25,000	*	$26,425	$41,203	$35,700	15
304.00 Chief Plan-Budgt Off	$37,650	$57,100	$44,742	$90,000	$49,367	12
305.00 General Counsel	*	$53,000	$43,905	$63,292	$58,240	18
305.10 Staff Attorneys	*	*	*	$45,200	$45,200	6
306.00 Chf Personnel/HR Off	$30,000	$27,721	$34,560	$48,675	$39,500	97
306.10 Assc Dir Pers/HR	*	$23,000	$33,457	$33,512	$32,583	23
306.20 Manager Benefits	$26,210	$20,744	$23,600	$30,000	$27,690	38
306.30 Manager Training-Dev	$22,000	*	*	$29,000	$28,848	8
306.40 Manager Empl Relatns	$20,500	*	$27,825	$35,000	$27,825	5
306.50 Manager Labor Rel	*	*	*	*	*	1
306.60 Manager Employment	$27,600	*	$22,340	$28,000	$27,800	19
306.70 Mgr Wage-Sal/Mgr,Comp	$20,475	$21,625	*	$35,780	$29,500	13
306.80 Mgr Personnel Inf Sys	*	*	*	$27,773	$27,773	6
307.00 Dir AA/EEO	$32,970	*	*	$47,863	$46,707	8
307.10 Assc Dir AA/EEO	*	*	*	*	*	2
308.00 Dir Pers-AA	$24,561	$25,643	$31,080	$41,200	$31,350	40
309.00 Dir Computer Center	$30,950	$31,350	$39,414	$55,500	$39,800	107
309.10 Assc Dir Computer Ctr	$18,550	$24,750	$31,600	$38,000	$31,808	32
309.20 Data Base Admin	*	$29,871	$27,777	$39,579	$34,645	19
309.30 Sys Analyst I-Hi	$22,000	$27,000	$27,150	$40,468	$31,320	48
309.40 Sys Analyst II-Lo	$24,960	*	$18,501	$32,325	$29,292	25
309.50 Prog Analyst I-Hi	$21,700	$23,686	$27,227	$32,720	$28,363	75
309.60 Prog Analyst II-Lo	$24,335	$18,800	$22,980	$25,726	$24,688	53
310.00 Dir, Comp Ctr Opr/Ad	$27,717	$27,415	$30,319	$47,815	$35,000	75
310.10 Assc Dir Comp Ctr	$20,550	$22,000	$31,450	$47,165	$30,825	28
311.00 Dir Inform Systems	$30,890	$29,277	$42,000	$53,244	$44,146	34

*denotes 3 cases or fewer

TABLE 8
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR PRIVATE-RELIGIOUS INSTITUTIONS

CUPA 1990-91 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR PRIV-RELIG INSTITUTIONS				PRIV-RELIG INSTITUTIONS	PRIV-RELIG INSTITUTIONS
	QUARTILE 1 629 OR LESS	QUARTILE 2 630-1,081	QUARTILE 3 1,082-1,948	QUARTILE 4 1949 OR MORE	MED ENROLLMENT 1,081	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
312.00 Chf Phys Plnt/Fac	$28,661	$32,881	$39,700	$52,000	$37,623	210
312.10 Asst Dir Phys Plnt	$28,000	$24,000	$29,600	$42,628	$31,915	92
312.20 Mgr Landscape/Grds	$20,534	$21,931	$25,027	$30,663	$25,998	78
312.30 Mgr Bldg Mnt Trades	$22,260	$28,919	$27,485	$34,592	$29,500	67
312.40 Mgr Tech Trades	*	$22,714	$29,262	$31,903	$29,376	24
312.50 Mgr Custodial Srv	$20,000	$21,512	$24,005	$31,291	$25,100	81
312.60 Mgr Power Plant	$22,318	$26,027	$31,668	$37,952	$32,500	24
313.00 Comptroller	$30,500	$33,386	$39,120	$53,200	$40,000	145
313.10 Manager Payroll	$18,280	$21,175	$22,000	$25,618	$22,664	72
314.00 Dir Accounting	$26,119	$23,400	$27,560	$40,665	$30,600	69
314.10 Staff Accountant-Hi	$22,250	$22,542	$24,236	$27,551	$24,770	97
314.20 Staff Accountant-Lo	$22,330	$16,800	$19,999	$24,700	$21,212	60
315.00 Bursar	$19,860	$19,100	$27,352	$39,950	$27,810	50
315.10 Asst Bursar	$17,000	$17,600	$27,113	$29,425	$27,469	16
316.00 Dir Purchasing	$21,625	$26,250	$25,250	$34,501	$31,037	90
316.10 Asst Dir Purchasing	*	$17,000	$20,805	$30,061	$25,150	19
317.00 Dir Bookstore	$18,710	$19,000	$23,843	$32,950	$23,700	155
317.10 Asst Dir Bookstore	$16,601	$14,938	$18,935	$27,453	$20,000	30
318.00 Dir Internal Audit	$18,000	$31,500	*	$46,053	$43,300	21
319.00 Dir Aux Services	$15,000	$26,400	$38,250	$52,607	$40,000	39
319.10 Mgr Mail Services	$16,620	$14,246	$17,616	$21,215	$17,265	96
320.00 Dir Campus Security	$22,110	$20,200	$26,000	$35,892	$27,810	137
321.00 Dir Risk Mgt/Ins	*	*	$48,300	$40,040	$41,970	12
322.00 Admin Hosp Med Ctr	*	*	*	*	*	3
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	2
322.20 Dir Med Ctr Pers	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$42,000	$50,141	$55,500	$67,195	$54,040	218
401.10 Dir Annual Giving	$30,000	$28,579	$31,930	$32,000	$31,100	134
401.20 Dir Corp/Fndtn Rel	$30,500	$32,000	$34,000	$42,000	$36,000	67
401.30 Coord Res Dev	$35,667	$24,612	$28,600	$30,581	$28,227	51
401.40 Dir Estate Pln	$35,568	$30,135	$39,452	$46,520	$41,800	72
402.00 Chf Public Rel Off	$23,645	$30,100	$35,540	$43,724	$34,250	144
402.10 Dir Gov/Leg Rel	$32,000	$41,000	$19,400	$75,850	$58,500	10
403.00 Chf Dev/Pub Rel Off	$26,700	$39,000	$65,500	$80,600	$62,200	47
404.00 Dir Alumni Affairs	$25,500	$24,803	$28,294	$37,950	$29,512	190
405.00 Dir Dev/Alumni Aff	$32,700	$28,049	$43,620	$50,210	$40,000	22
406.00 Dir Spec/Defer Gifts	$32,855	$33,991	$38,400	$46,100	$38,494	50
407.00 Dir Church Relations	$30,400	$30,000	$36,000	$43,617	$34,765	51
408.00 Dir Community Serv	$27,430	$27,839	$31,594	$31,800	$30,200	23
409.00 Dir Publications	$26,780	$25,908	$27,206	$33,305	$30,000	93
409.10 Asst Dir Publicatns	$27,215	$18,120	$20,000	$26,883	$24,980	32
409.20 Mgr Printing Srv	$16,800	$17,364	$21,423	$31,180	$23,600	76
410.00 Dir Info Office	$20,400	$25,800	$28,950	$36,000	$27,581	65
411.00 Dir News Bureau	$28,220	$18,316	$21,000	$28,825	$26,000	45
STUDENT SERVICES						
501.00 Chf Student Aff Off	$32,900	$39,263	$47,700	$62,700	$45,936	199
501.50 Dean of Students	$35,175	$32,541	$39,800	$46,225	$38,669	97
502.00 Chief Admissions Off	$30,130	$34,240	$37,500	$46,000	$37,202	200
502.10 Asst Dir Admissions	$24,342	$22,753	$25,680	$32,097	$26,720	166
502.20 Admissions Counselor	$17,500	$18,017	$19,000	$21,500	$19,179	181
502.30 Academic Advisor	$24,500	$27,745	$24,207	$26,250	$25,136	50
503.00 Dir.Adm & Registrar	$34,000	$24,950	$30,000	$47,600	$30,236	10
504.00 Registrar	$25,056	$30,000	$34,675	$41,100	$31,950	245
504.10 Asst Registrar	$24,024	$22,050	$25,109	$31,600	$26,350	51
504.20 Asst Registrar	$18,478	$18,000	$20,400	$25,800	$20,705	88
505.00 Dir Adm/Fin Aid	$30,500	$40,500	$47,500	$57,331	$44,325	46
506.00 Dir Student Fin Aid	$24,325	$26,489	$32,399	$40,000	$31,650	229
506.10 Asst Dir Std Fin Aid	$20,900	$18,600	$21,625	$29,400	$23,000	119
507.00 Dir Food Services	$21,418	$28,175	$35,700	$46,362	$35,957	60
507.10 Asst Dir Food Serv	$28,931	$23,000	$24,676	$30,888	$27,000	36
508.00 Dir Student Housing	$20,000	$24,150	$25,700	$33,000	$26,265	126
508.10 Asst Dir Std Housing	$24,640	$18,450	$19,000	$27,500	$22,574	39
508.20 Housing Off/Adm Opr	$8,000	$17,878	$19,000	$30,505	$24,633	18
508.30 Housing Off/Res Life	$22,360	$21,045	$24,500	$29,000	$23,500	64
509.00 Dir, Union/Std Act	*	$27,020	$30,800	$35,000	$31,400	21
510.00 Dir Foreign Students	$30,780	$22,000	$24,000	$28,943	$26,258	48
511.00 Dir Student Union	$17,075	$24,690	$22,700	$36,155	$29,310	36
511.10 Asst Dir Std Union	*	$26,100	$23,020	$26,579	$26,532	13
512.00 Dir Std Activities	$20,748	$20,000	$24,601	$28,850	$25,032	137
513.00 Dir Std Placement	$22,000	$24,250	$27,439	$35,670	$28,244	164
514.00 Dir Std Counseling	$27,681	$25,026	$32,000	$41,000	$32,150	154
514.10 Asst Dir Std Cnslg	$20,000	$29,000	$28,211	$35,175	$31,918	32
515.00 Dir Std Hlth-Physicn	$24,070	$20,400	$31,835	$70,699	$32,169	29
516.00 Dir Std Hlth-Nurse	$19,114	$20,300	$22,000	$29,000	$22,681	150
517.00 Dir Campus Ministries	$26,724	$24,000	$29,000	$38,000	$29,500	171
518.00 Dir Athletics	$25,935	$33,156	$39,950	$53,878	$39,450	184
519.00 Dir Sports Info	*	$20,000	$21,418	$27,053	$24,300	90
520.00 Dir Athletics/Men	$35,334	$15,000	$23,418	$45,177	$43,550	16
521.00 Dir Athletics/Women	$33,340	$26,200	$31,639	$41,983	$36,825	32
522.00 Dir Campus Rec	*	$23,050	$23,930	$30,770	$28,000	61
523.00 Chief Enrollment Mgmt	$29,000	$43,907	$51,104	$58,800	$54,000	41
524.00 Dir Minority Affairs	$33,915	$25,200	$24,949	$33,300	$31,170	50
525.00 Dir Conferences	$25,000	$27,662	$26,300	$30,000	$28,531	47

*denotes 3 cases or fewer

TABLE 9
SALARY PERCENTILES FOR ALL DOCTORAL INSTITUTIONS

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$141,325	$123,270	$131,580	$150,550	$173,275	37
101.10 Asst to CEO/System	$64,000	$54,000	$60,606	$71,350	$78,750	22
102.00 CEO / Single Inst	$132,000	$108,324	$125,000	$136,300	$164,175	122
102.10 Asst to CEO/Single	$62,200	$47,790	$56,010	$65,000	$80,000	80
103.00 Exec Vice Pres	$115,000	$89,507	$113,050	$123,600	$155,005	34
ACADEMIC						
201.00 Chief Acad Off	$111,300	$90,933	$103,000	$119,700	$139,650	152
202.00 Chf Hlth Prof Off	$154,000	$100,000	$134,329	$193,500	$237,000	43
203.00 Dir Library Serv	$78,734	$65,000	$75,776	$83,222	$92,800	150
203.10 Circulatn Librarian	$36,389	$29,800	$34,000	$38,160	$43,000	109
203.20 Acquistns Librarian	$38,319	$32,056	$36,400	$41,331	$45,566	115
203.30 Tech Serv Librarian	$50,200	$39,390	$44,167	$52,240	$58,740	99
203.40 Public Serv Librarian	$50,950	$40,795	$48,500	$53,429	$60,342	81
203.50 Reference Librarian	$39,500	$32,400	$37,260	$41,462	$45,548	107
204.00 Dir Instit Research	$58,758	$48,276	$55,448	$60,833	$67,000	113
204.10 Assc Dir Inst Res	$42,500	$36,082	$41,000	$45,547	$53,300	38
205.00 Dir Educ Media Serv	$50,876	$41,811	$47,369	$55,342	$62,449	80
206.00 Dir Learning Res Ctr	$49,254	$36,000	$46,871	$51,900	$59,800	46
207.00 Dir Internatl Std Ed	$57,132	$42,500	$52,474	$68,815	$82,000	61
208.00 Dir Comp Ctr,Opr/Acad	$67,100	$56,000	$62,523	$72,000	$84,800	86
208.10 Assc Dir CC Opr/Acad	$54,756	$43,996	$52,162	$57,980	$71,878	49
209.00 Admn,Grants-Contract	$62,768	$48,769	$56,850	$67,210	$76,000	134
210.00 Dean,Architecture	$89,376	$79,700	$86,509	$91,434	$102,563	52
211.00 Dean,Agriculture	$97,800	$84,621	$93,860	$103,125	$114,550	45
212.00 Dean,Arts & Letters	$91,490	$62,500	$88,908	$96,046	$108,800	20
213.00 Dean,Arts & Sciences	$95,410	$81,525	$91,500	$100,258	$110,000	101
214.00 Dean,Business	$103,057	$86,626	$99,664	$108,999	$133,980	137
215.00 Dean,Communications	$89,500	$74,000	$83,054	$93,875	$104,900	32
216.00 Dean,Continuing Ed	$76,402	$62,389	$72,007	$79,250	$90,000	81
217.00 Dean,Dentistry	$128,000	$114,500	$117,538	$132,250	$144,000	25
218.00 Dean,Education	$87,700	$74,845	$84,636	$90,000	$100,000	121
219.00 Dean,Engineering	$110,746	$95,000	$104,000	$115,000	$126,650	109
221.00 Dean,Extension	$82,978	$74,800	$79,000	$85,866	$95,650	26
222.00 Dean,Fine Arts	$84,400	$72,500	$80,000	$87,780	$100,000	41
223.00 Dean,Graduate Program	$87,859	$73,966	$82,290	$91,239	$104,775	122
224.00 Dean,Hlth-Rltd Prof	$85,392	$73,000	$81,170	$89,000	$97,444	29
225.00 Dean,Home Economics	$87,264	$71,350	$81,444	$93,600	$99,600	32
226.00 Dean,Humanities	$88,884	$72,300	$84,307	$101,700	$107,898	21
227.00 Dean,Instruction	*	*	*	*	*	2
228.00 Dean,Law	$125,002	$104,050	$120,175	$131,100	$142,975	79
229.00 Dean,Lib & Inf Sci	$82,915	$70,750	$80,775	$86,750	$94,153	30
230.00 Dean,Mathematics	$91,537	$80,000	$88,978	$94,095	$100,834	8
231.00 Dean,Medicine	$180,196	$136,691	$166,504	$190,000	$225,000	48
232.00 Dean,Music	$85,500	$71,900	$81,752	$88,572	$104,783	25
233.00 Dean,Nursing	$87,320	$74,200	$84,000	$90,864	$103,096	64
234.00 Dean,Occ Std/Voc Ed	$75,952	$67,765	$75,792	$77,016	$89,827	13
235.00 Dean,Pharmacy	$103,755	$84,122	$97,454	$105,066	$116,560	30
236.00 Dean,Public Health	$128,600	$92,844	$114,000	$134,541	$135,786	11
237.00 Dean,Sciences	$101,500	$84,576	$97,812	$105,800	$116,500	39
238.00 Dean,Social Sciences	$99,025	$84,326	$95,000	$100,834	$115,000	23
239.00 Dean,Social Work	$89,701	$76,000	$85,665	$91,680	$102,000	39
240.00 Dean,Special Programs	$74,060	$50,400	$67,775	$74,500	$91,320	9
241.00 Dean,Undergrad Prog	$78,945	$64,000	$71,035	$84,050	$88,339	27
242.00 Dean,Veterinary Sci	$109,070	$100,320	$106,000	$114,500	$126,500	22
ADMINISTRATIVE						
301.00 Chief Business Off	$97,825	$85,000	$95,007	$101,750	$115,500	128
301.01 Chief Admin Off	$94,149	$78,000	$89,522	$100,000	$107,500	39
301.02 Chief Financial Off	$87,000	$67,424	$77,921	$93,000	$103,616	55
301.10 Dir Health & Safety	$57,600	$43,139	$52,601	$60,562	$69,743	93
301.20 Dir Telecommunic	$55,397	$41,500	$49,980	$59,000	$70,500	114
302.00 Chief Planning Off	$71,464	$67,680	$69,550	$87,736	$98,880	33
303.00 Chief Budgeting Off	$62,900	$52,000	$59,800	$65,699	$77,500	103
303.10 Assc Budget Dir	$49,238	$41,172	$46,856	$52,266	$65,595	59
304.00 Chief Plan-Budgt Off	$80,000	$67,400	$75,764	$84,435	$108,500	37
305.00 General Counsel	$85,119	$69,300	$78,576	$90,500	$100,000	88
305.10 Staff Attorneys	$52,042	$42,876	$50,590	$55,900	$68,500	63
306.00 Chf Personnel/HR Off	$66,000	$53,756	$62,000	$71,700	$82,213	146
306.10 Assc Dir Pers/HR	$48,240	$38,656	$45,000	$50,760	$57,650	82
306.20 Manager Benefits	$41,508	$30,722	$38,196	$44,000	$49,060	119
306.30 Manager Training-Dev	$37,780	$32,064	$35,350	$41,445	$46,947	73
306.40 Manager Empl Relatns	$38,713	$35,000	$37,600	$42,263	$48,054	42
306.50 Manager Labor Rel	$51,338	$45,365	$47,213	$54,545	$65,863	30
306.60 Manager Employment	$37,836	$28,632	$33,610	$41,243	$48,252	102
306.70 Mgr Wage-Sal/Mgr,Comp	$39,110	$30,940	$37,440	$42,000	$48,624	88
306.80 Mgr Personnel Inf Sys	$38,200	$30,451	$36,400	$42,000	$48,660	51
307.00 Dir AA/EEO	$54,631	$44,304	$52,000	$57,200	$68,775	118
307.10 Assc Dir AA/EEO	$38,004	$31,500	$35,523	$40,077	$46,010	43
308.00 Dir Pers-AA	$48,500	$45,204	$46,954	$68,338	$99,088	5
309.00 Dir Computer Center	$76,100	$64,365	$71,600	$78,816	$95,797	111
309.10 Assc Dir Computer Ctr	$60,556	$49,450	$55,668	$64,390	$75,540	51
309.20 Data Base Admin	$48,266	$43,433	$46,673	$50,000	$55,369	68
309.30 Sys Analyst I-Hi	$41,532	$35,755	$39,919	$43,400	$47,199	104
309.40 Sys Analyst II-Lo	$33,270	$27,828	$30,879	$34,896	$37,677	85
309.50 Prog Analyst I-Hi	$33,525	$29,065	$31,779	$36,382	$39,850	133
309.60 Prog Analyst II-Lo	$26,537	$23,213	$25,726	$27,535	$31,086	119
310.00 Dir, Comp Ctr Opr/Ad	$65,000	$51,500	$61,217	$69,983	$77,900	77
310.10 Assc Dir Comp Ctr	$58,300	$50,781	$55,092	$62,200	$68,231	41
311.00 Dir Inform Systems	$60,363	$53,250	$58,164	$63,912	$76,068	69

*denotes 3 cases or fewer

TABLE 9
SALARY PERCENTILES FOR ALL DOCTORAL INSTITUTIONS

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.00 Chf Phys Plnt/Fac	$71,638	$56,604	$66,480	$74,578	$85,000	153
312.10 Asst Dir Phys Plnt	$54,344	$45,000	$51,848	$57,218	$64,604	106
312.20 Mgr Landscape/Grds	$37,598	$31,373	$35,175	$39,700	$44,750	131
312.30 Mgr Bldg Mnt Trades	$43,370	$33,765	$39,492	$46,289	$52,320	108
312.40 Mgr Tech Trades	$41,390	$35,403	$38,806	$44,952	$52,564	64
312.50 Mgr Custodial Srv	$37,377	$29,948	$35,668	$39,166	$45,000	119
312.60 Mgr Power Plant	$43,498	$35,800	$41,600	$46,040	$52,420	93
313.00 Comptroller	$70,274	$56,854	$66,100	$75,600	$84,900	128
313.10 Manager Payroll	$39,425	$31,476	$36,920	$44,000	$50,500	142
314.00 Dir Accounting	$52,150	$43,050	$49,644	$54,400	$60,455	112
314.10 Staff Accountant-Hi	$32,340	$27,192	$30,262	$33,945	$39,700	118
314.20 Staff Accountant-Lo	$24,200	$21,548	$23,463	$25,000	$27,662	117
315.00 Bursar	$45,500	$37,588	$43,502	$49,450	$55,702	95
315.10 Assc Bursar	$38,475	$29,500	$34,938	$39,150	$43,042	40
316.00 Dir Purchasing	$52,000	$41,900	$48,970	$55,907	$62,475	151
316.10 Assc Dir Purchasing	$41,706	$34,550	$39,300	$44,082	$50,937	77
317.00 Dir Bookstore	$46,000	$39,575	$42,587	$48,514	$54,096	105
317.10 Assc Dir Bookstore	$32,633	$26,488	$31,680	$34,633	$41,300	48
318.00 Dir Internal Audit	$56,168	$46,505	$51,492	$61,500	$69,992	123
319.00 Dir Aux Services	$62,232	$53,230	$58,863	$65,860	$75,450	81
319.10 Mgr Mail Services	$29,601	$24,073	$28,095	$30,907	$34,196	120
320.00 Dir Campus Security	$51,888	$41,500	$49,004	$54,650	$62,160	156
321.00 Dir Risk Mgt/Ins	$52,863	$42,114	$51,300	$55,823	$66,000	80
322.00 Admin Hosp Med Ctr	$125,070	$68,855	$121,700	$139,089	$156,350	32
322.10 Dir Med Ctr Pub Rel	$51,403	$45,950	$49,688	$60,000	$79,500	27
322.20 Dir Med Ctr Pers	$57,860	$48,600	$55,963	$65,291	$79,541	20
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$89,511	$69,371	$80,000	$91,880	$107,000	109
401.10 Dir Annual Giving	$43,274	$34,836	$40,000	$48,298	$56,095	90
401.20 Dir Corp/Fndtn Rel	$50,782	$39,200	$49,000	$56,000	$66,450	89
401.30 Coord Res Dev	$35,662	$29,500	$35,000	$37,790	$44,256	51
401.40 Dir Estate Pln	$56,946	$47,285	$51,876	$60,720	$69,000	48
402.00 Chf Public Rel Off	$69,377	$56,100	$64,190	$74,400	$93,500	96
402.10 Dir Gov/Leg Rel	$71,600	$51,240	$63,793	$77,000	$85,261	67
403.00 Chf Dev/Pub Rel Off	$95,100	$80,000	$90,000	$101,734	$117,600	42
404.00 Dir Alumni Affairs	$54,036	$40,608	$48,753	$59,175	$69,654	130
405.00 Dir Dev/Alumni Aff	$65,000	$45,331	$64,623	$66,534	$77,500	25
406.00 Dir Spec/Defer Gifts	$56,625	$42,427	$50,000	$59,000	$65,000	44
407.00 Dir Church Relations	$52,000	$41,313	$51,563	$55,450	$60,900	5
408.00 Dir Community Serv	$49,835	$39,000	$45,362	$58,040	$74,749	29
409.00 Dir Publications	$44,910	$37,615	$43,334	$47,317	$54,150	106
409.10 Assc Dir Publicatns	$34,409	$28,832	$32,009	$34,950	$43,200	37
409.20 Mgr Printing Srv	$39,327	$32,475	$37,000	$41,121	$48,900	112
410.00 Dir Info Office	$51,998	$42,600	$50,242	$56,780	$63,779	78
411.00 Dir News Bureau	$40,346	$31,491	$37,776	$41,900	$48,603	68
STUDENT SERVICES						
501.00 Chf Student Aff Off	$87,150	$74,000	$82,425	$90,000	$98,785	147
501.50 Dean of Students	$58,500	$49,000	$56,448	$62,060	$67,600	79
502.00 Chief Admissions Off	$59,488	$48,000	$55,432	$63,366	$71,745	133
502.10 Assc Dir Admissions	$37,780	$32,702	$36,486	$40,134	$45,600	125
502.20 Admissions Counselor	$23,934	$20,821	$22,400	$24,712	$28,866	102
502.30 Academic Advisor	$26,566	$23,204	$25,800	$28,130	$34,152	66
503.00 Dir.Adm & Registrar	$65,544	$52,129	$63,000	$68,000	$75,573	27
504.00 Registrar	$57,100	$46,263	$54,000	$60,000	$66,331	143
504.10 Assc Registrar	$42,149	$34,575	$39,637	$43,900	$50,433	110
504.20 Asst Registrar	$31,056	$25,080	$29,195	$32,580	$37,900	99
505.00 Dir Adm/Fin Aid	$80,080	$59,800	$75,452	$81,807	$85,125	15
506.00 Dir Student Fin Aid	$53,000	$45,000	$50,675	$55,650	$61,900	161
506.10 Assc Dir Std Fin Aid	$38,457	$31,571	$35,725	$40,000	$43,200	129
507.00 Dir Food Services	$54,039	$45,000	$50,328	$57,602	$66,780	77
507.10 Assc Dir Food Serv	$40,919	$34,596	$39,053	$43,409	$50,930	50
508.00 Dir Student Housing	$52,800	$41,028	$48,885	$55,300	$64,231	131
508.10 Assc Dir Std Housing	$41,066	$31,200	$36,231	$43,650	$51,372	73
508.20 Housing Off/Adm Opr	$38,834	$29,580	$36,432	$41,150	$48,000	73
508.30 Housing Off/Res Life	$37,038	$25,330	$31,428	$39,550	$47,008	76
509.00 Dir. Union/Std Act	$48,495	$42,930	$46,260	$52,520	$59,676	34
510.00 Dir Foreign Students	$40,273	$31,829	$38,361	$43,750	$51,347	93
511.00 Dir Student Union	$48,072	$37,455	$43,802	$51,981	$59,855	91
511.10 Assc Dir Std Union	$34,461	$28,735	$32,400	$36,866	$44,910	56
512.00 Dir Std Activities	$39,140	$30,420	$36,417	$42,628	$51,309	95
513.00 Dir Std Placement	$48,657	$39,537	$45,200	$50,436	$56,987	148
514.00 Dir Std Counseling	$54,500	$44,233	$50,000	$57,000	$65,175	139
514.10 Assc Dir Std Cnslg	$42,659	$35,743	$40,875	$44,605	$50,567	65
515.00 Dir Std Hlth-Physicn	$82,351	$72,028	$79,500	$89,250	$102,702	107
516.00 Dir Std Hlth-Nurse	$39,329	$30,113	$37,550	$40,800	$45,787	59
517.00 Dir Campus Ministries	$40,000	$33,800	$37,304	$51,700	$59,640	27
518.00 Dir Athletics	$79,500	$61,023	$74,058	$85,552	$98,724	141
519.00 Dir Sports Info	$34,017	$27,000	$32,565	$36,339	$43,956	130
520.00 Dir Athletics/Men	$59,319	$43,441	$55,833	$67,397	$96,755	20
521.00 Dir Athletics/Women	$46,900	$34,452	$44,595	$50,000	$53,547	43
522.00 Dir Campus Rec	$43,500	$31,345	$39,520	$47,700	$53,000	113
523.00 Chief Enrollment Mgmt	$65,100	$50,000	$61,404	$67,410	$76,701	23
524.00 Dir Minority Affairs	$43,000	$36,050	$41,000	$47,200	$55,398	53
525.00 Dir Conferences	$44,475	$37,325	$42,000	$49,129	$56,009	67

*denotes 3 cases or fewer

TABLE 10
SALARY PERCENTILES FOR ALL COMPREHENSIVE INSTITUTIONS

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$119,807	$95,000	$112,360	$125,016	$141,750	24
101.10 Asst to CEO/System	$62,852	$43,000	$46,000	$71,000	$88,612	7
102.00 CEO / Single Inst	$99,251	$86,410	$96,500	$105,000	$121,110	268
102.10 Asst to CEO/Single	$51,705	$35,880	$47,856	$58,677	$65,000	154
103.00 Exec Vice Pres	$80,000	$66,936	$75,800	$82,000	$91,795	47
ACADEMIC						
201.00 Chief Acad Off	$82,488	$70,755	$79,320	$85,474	$97,400	279
202.00 Chf Hlth Prof Off	$83,844	$58,271	$74,992	$107,484	$157,980	10
203.00 Dir Library Serv	$55,266	$43,700	$53,495	$58,000	$65,730	271
203.10 Circulatn Librarian	$28,809	$23,000	$27,000	$30,870	$35,000	169
203.20 Acquistns Librarian	$31,456	$25,403	$29,410	$33,952	$40,574	162
203.30 Tech Serv Librarian	$35,424	$28,141	$33,567	$37,200	$43,999	186
203.40 Public Serv Librarian	$35,000	$28,337	$33,000	$36,300	$42,636	127
203.50 Reference Librarian	$31,172	$25,661	$29,210	$33,612	$37,722	206
204.00 Dir Instit Research	$47,623	$38,480	$43,456	$50,009	$59,531	153
204.10 Asst Dir Inst Res	$36,000	$31,000	$35,102	$38,576	$43,000	37
205.00 Dir Educ Media Serv	$37,231	$28,583	$34,563	$41,712	$50,664	145
206.00 Dir Learning Res Ctr	$38,500	$29,304	$34,694	$44,556	$55,000	91
207.00 Dir Internatl Std Ed	$46,980	$33,305	$40,600	$50,126	$58,116	83
208.00 Dir Comp Ctr,Opr/Acad	$47,845	$36,500	$43,800	$50,500	$57,532	124
208.10 Asst Dir CC Opr/Acad	$40,115	$32,112	$38,760	$42,112	$46,780	51
209.00 Admn,Grants-Contract	$44,385	$34,896	$41,900	$48,822	$59,671	142
210.00 Dean,Architecture	*	*	*	*	*	3
211.00 Dean,Agriculture	$69,178	$65,000	$67,956	$70,040	$80,000	12
212.00 Dean,Arts & Letters	$69,267	$58,000	$65,104	$73,725	$80,100	47
213.00 Dean,Arts & Sciences	$70,906	$62,000	$68,970	$73,198	$81,300	152
214.00 Dean,Business	$76,419	$65,657	$73,330	$80,000	$90,000	214
215.00 Dean,Communications	$60,900	$50,124	$54,900	$65,000	$74,184	16
216.00 Dean,Continuing Ed	$58,625	$46,865	$56,200	$61,278	$68,125	128
217.00 Dean,Dentistry	*	*	*	*	*	3
218.00 Dean,Education	$68,116	$59,917	$65,000	$70,703	$77,400	181
219.00 Dean,Engineering	$85,000	$71,300	$81,179	$89,004	$96,728	67
221.00 Dean,Extension	$65,000	$48,748	$60,386	$77,256	$80,250	17
222.00 Dean,Fine Arts	$67,400	$53,136	$64,400	$70,100	$75,200	59
223.00 Dean,Graduate Program	$65,000	$55,250	$62,000	$67,625	$75,252	163
224.00 Dean,Hlth-Rltd Prof	$70,368	$64,944	$69,124	$73,000	$82,404	51
225.00 Dean,Home Economics	$61,940	$41,400	$54,086	$66,054	$70,000	7
226.00 Dean,Humanities	$65,000	$48,000	$62,292	$67,000	$71,413	33
228.00 Dean,Law	$116,000	$100,650	$110,000	$122,515	$137,000	33
229.00 Dean,Lib & Inf Sci	$63,308	$48,000	$61,421	$65,000	$70,000	18
230.00 Dean,Mathematics	$56,275	$47,600	$52,500	$59,170	$67,400	18
231.00 Dean,Medicine	$159,000	$112,119	$136,307	$159,956	$167,100	5
232.00 Dean,Music	$66,054	$54,000	$64,742	$70,476	$78,750	19
233.00 Dean,Nursing	$65,152	$55,524	$62,520	$68,330	$76,450	80
234.00 Dean,Occ Std/Voc Ed	$70,020	$60,890	$68,718	$70,750	$73,272	30
235.00 Dean,Pharmacy	$80,000	$70,781	$79,000	$83,185	$85,225	10
236.00 Dean,Public Health	*	*	*	*	*	1
237.00 Dean,Sciences	$68,000	$54,294	$66,000	$70,102	$81,400	63
238.00 Dean,Social Sciences	$68,958	$52,284	$63,895	$72,582	$79,400	34
239.00 Dean,Social Work	$65,000	$50,497	$62,707	$70,188	$74,000	14
240.00 Dean,Special Programs	$53,695	$38,491	$44,000	$56,112	$66,910	22
241.00 Dean,Undergrad Prog	$59,750	$50,550	$55,000	$63,639	$70,575	32
ADMINISTRATIVE						
301.00 Chief Business Off	$77,308	$65,000	$73,318	$80,500	$92,100	233
301.01 Chief Admin Off	$73,200	$59,462	$68,958	$77,077	$89,772	63
301.02 Chief Financial Off	$63,033	$52,300	$61,546	$67,389	$78,790	92
301.10 Dir Health & Safety	$38,868	$32,709	$37,956	$41,842	$47,863	51
301.20 Dir Telecommunic	$41,505	$34,575	$40,000	$43,800	$57,000	113
302.00 Chief Planning Off	$62,448	$48,400	$57,000	$65,000	$76,500	49
303.00 Chief Budgeting Off	$51,012	$40,425	$47,250	$54,000	$60,000	137
303.10 Assc Budget Dir	$40,441	$32,608	$36,725	$42,399	$48,125	60
304.00 Chief Plan-Budgt Off	$60,200	$48,885	$55,000	$64,916	$74,550	27
305.00 General Counsel	$60,000	$49,100	$57,672	$63,700	$74,126	51
305.10 Staff Attorneys	$44,610	$36,395	$40,000	$48,000	$50,000	7
306.00 Chf Personnel/HR Off	$50,109	$39,227	$47,828	$53,012	$58,804	210
306.10 Assc Dir Pers/HR	$36,496	$30,000	$34,800	$38,436	$47,322	94
306.20 Manager Benefits	$30,000	$23,959	$28,000	$31,958	$35,772	127
306.30 Manager Training-Dev	$31,200	$25,382	$29,400	$33,000	$38,048	41
306.40 Manager Empl Relatns	$41,234	$32,062	$38,000	$42,067	$50,028	18
306.50 Manager Labor Rel	$48,840	$44,395	$47,160	$51,000	$54,700	7
306.60 Manager Employment	$29,019	$24,200	$27,200	$30,862	$33,900	76
306.70 Mgr Wage-Sal/Mgr,Comp	$31,944	$27,242	$30,000	$33,717	$37,615	51
306.80 Mgr Personnel Inf Sys	$31,441	$25,572	$30,105	$32,520	$36,312	26
307.00 Dir AA/EEO	$45,000	$35,050	$41,928	$47,704	$56,566	110
307.10 Assc Dir AA/EEO	$36,000	$26,000	$31,212	$37,000	$41,864	13
308.00 Dir Pers-AA	$45,454	$35,944	$42,151	$52,336	$59,080	51
309.00 Dir Computer Center	$58,240	$47,440	$55,000	$60,986	$67,824	167
309.10 Assc Dir Computer Ctr	$44,356	$36,162	$42,048	$46,700	$56,197	66
309.20 Data Base Admin	$38,497	$30,000	$36,522	$42,000	$48,373	64
309.30 Sys Analyst I-Hi	$38,971	$30,624	$36,540	$41,750	$45,162	128
309.40 Sys Analyst II-Lo	$30,235	$26,550	$28,688	$31,526	$37,260	92
309.50 Prog Analyst I-Hi	$31,933	$26,385	$30,137	$33,828	$38,850	173
309.60 Prog Analyst II-Lo	$25,839	$22,000	$24,525	$26,784	$30,264	137
310.00 Dir, Comp Ctr Opr/Ad	$48,607	$36,500	$45,000	$52,320	$58,726	116
310.10 Assc Dir Comp Ctr	$45,337	$37,080	$43,488	$46,584	$51,408	46
311.00 Dir Inform Systems	$50,200	$40,520	$47,478	$55,578	$64,650	60
312.00 Chf Phys Plnt/Fac	$53,810	$44,250	$50,232	$57,504	$64,400	269
312.10 Assc Dir Phys Plnt	$41,434	$33,677	$40,000	$43,847	$49,000	136

*denotes 3 cases or fewer

TABLE 10
SALARY PERCENTILES FOR ALL COMPREHENSIVE INSTITUTIONS

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.20 Mgr Landscape/Grds	$30,912	$25,023	$29,282	$32,352	$37,901	165
312.30 Mgr Bldg Mnt Trades	$34,747	$29,000	$32,534	$36,067	$40,836	134
312.40 Mgr Tech Trades	$34,712	$28,808	$32,448	$35,840	$40,157	57
312.50 Mgr Custodial Srv	$30,208	$24,500	$29,000	$32,347	$36,792	172
312.60 Mgr Power Plant	$35,417	$29,450	$33,446	$38,000	$43,593	89
313.00 Comptroller	$52,900	$43,680	$49,019	$55,000	$60,250	184
313.10 Manager Payroll	$29,393	$23,200	$27,262	$31,500	$37,160	168
314.00 Dir Accounting	$40,713	$33,800	$38,807	$42,750	$46,030	156
314.10 Staff Accountant-Hi	$29,276	$25,274	$27,966	$31,836	$38,375	160
314.20 Staff Accountant-Lo	$23,778	$20,512	$22,606	$25,145	$29,218	125
315.00 Bursar	$35,310	$30,261	$34,347	$37,654	$43,862	129
315.10 Assc Bursar	$28,148	$25,149	$27,525	$29,327	$32,435	26
316.00 Dir Purchasing	$37,950	$31,000	$35,337	$40,634	$47,300	217
316.10 Assc Dir Purchasing	$31,782	$25,380	$29,100	$33,635	$40,976	66
317.00 Dir Bookstore	$33,734	$26,277	$32,500	$36,000	$42,120	159
317.10 Assc Dir Bookstore	$26,176	$20,941	$24,753	$26,924	$35,195	45
318.00 Dir Internal Audit	$39,929	$33,705	$38,213	$42,520	$48,360	98
319.00 Dir Aux Services	$48,700	$35,000	$45,800	$50,734	$56,582	103
319.10 Mgr Mail Services	$23,183	$17,800	$21,924	$24,232	$28,500	146
320.00 Dir Campus Security	$38,808	$29,651	$35,500	$41,658	$48,350	242
321.00 Dir Risk Mgt/Ins	$40,040	$33,308	$38,235	$43,028	$48,300	29
322.00 Admin Hosp Med Ctr	*	*	*	*	*	2
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	3
322.20 Dir Med Ctr Pers	*	*	*	*	*	2
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$66,723	$50,394	$62,500	$71,887	$83,000	193
401.10 Dir Annual Giving	$35,500	$29,397	$33,817	$38,085	$47,516	135
401.20 Dir Corp/Fndtn Rel	$40,197	$30,400	$37,000	$44,858	$50,300	94
401.30 Coord Res Dev	$28,000	$21,154	$27,140	$30,631	$35,100	53
401.40 Dir Estate Pln	$43,160	$35,000	$40,000	$48,863	$57,000	49
402.00 Chf Public Rel Off	$45,262	$33,744	$42,200	$50,131	$60,000	152
402.10 Dir Gov/Leg Rel	$61,803	$49,999	$60,004	$64,800	$70,000	36
403.00 Chf Dev/Pub Rel Off	$73,000	$60,500	$68,219	$77,496	$85,300	73
404.00 Dir Alumni Affairs	$36,430	$29,203	$34,695	$38,371	$44,499	235
405.00 Dir Dev/Alumni Aff	$48,755	$40,499	$45,760	$51,995	$57,368	33
406.00 Dir Spec/Defer Gifts	$48,674	$40,190	$45,817	$50,000	$56,468	34
407.00 Dir Church Relations	$42,949	$30,000	$37,300	$46,500	$57,750	13
408.00 Dir Community Serv	$38,106	$25,800	$36,290	$45,100	$55,402	25
409.00 Dir Publications	$36,655	$28,694	$33,252	$38,106	$42,522	146
409.10 Assc Dir Publicatns	$29,427	$24,680	$27,302	$31,483	$37,883	50
409.20 Mgr Printing Srv	$30,537	$24,740	$28,952	$32,341	$36,516	147
410.00 Dir Info Office	$37,800	$30,438	$34,993	$40,344	$47,944	111
411.00 Dir News Bureau	$30,969	$25,375	$28,401	$33,075	$39,823	84
STUDENT SERVICES						
501.00 Chf Student Aff Off	$68,500	$55,550	$64,034	$71,464	$79,000	253
501.50 Dean of Students	$50,000	$39,600	$46,800	$53,000	$58,880	111
502.00 Chief Admissions Off	$47,895	$37,980	$44,725	$50,236	$58,800	226
502.10 Assc Dir Admissions	$33,185	$27,015	$31,344	$34,576	$39,772	190
502.20 Admissions Counselor	$21,931	$18,900	$21,000	$23,500	$27,000	199
502.30 Academic Advisor	$27,040	$22,067	$25,886	$28,000	$36,400	94
503.00 Dir.Adm & Registrar	$54,500	$47,000	$53,117	$56,700	$62,712	31
504.00 Registrar	$44,618	$35,500	$40,771	$47,000	$53,000	249
504.10 Assc Registrar	$34,553	$27,386	$32,506	$36,327	$42,000	118
504.20 Asst Registrar	$27,889	$22,000	$25,944	$29,270	$32,690	134
505.00 Dir Adm/Fin Aid	$58,850	$43,000	$56,987	$60,500	$65,000	21
506.00 Dir Student Fin Aid	$42,670	$34,654	$40,108	$45,000	$51,020	277
506.10 Assc Dir Std Fin Aid	$29,689	$24,000	$28,000	$31,809	$36,500	193
507.00 Dir Food Services	$40,000	$32,431	$38,368	$42,525	$50,200	74
507.10 Assc Dir Food Serv	$33,199	$26,784	$30,888	$36,449	$39,467	36
508.00 Dir Student Housing	$37,800	$30,000	$34,800	$40,840	$46,527	207
508.10 Assc Dir Std Housing	$30,046	$24,200	$28,793	$31,956	$36,590	86
508.20 Housing Off/Adm Opr	$30,383	$23,950	$28,215	$31,682	$38,169	49
508.30 Housing Off/Res Life	$28,000	$21,000	$26,122	$30,750	$38,385	91
509.00 Dir. Union/Std Act	$39,698	$31,400	$36,380	$43,897	$50,500	53
510.00 Dir Foreign Students	$31,069	$24,400	$30,000	$34,170	$39,620	86
511.00 Dir Student Union	$39,399	$32,376	$36,901	$42,491	$48,100	105
511.10 Assc Dir Std Union	$32,431	$26,000	$30,163	$36,193	$39,050	54
512.00 Dir Std Activities	$32,155	$24,750	$30,280	$34,993	$41,976	174
513.00 Dir Std Placement	$38,000	$30,072	$35,845	$41,184	$47,018	243
514.00 Dir Std Counseling	$42,636	$33,744	$39,834	$44,400	$51,520	233
514.10 Assc Dir Std Cnslg	$33,522	$27,301	$32,080	$35,175	$43,959	48
515.00 Dir Std Hlth-Physicn	$69,098	$54,300	$64,878	$72,609	$82,475	85
516.00 Dir Std Hlth-Nurse	$31,643	$24,000	$29,355	$32,973	$37,984	161
517.00 Dir Campus Ministries	$34,700	$25,300	$31,000	$37,018	$44,015	77
518.00 Dir Athletics	$55,300	$44,200	$52,000	$58,000	$67,253	239
519.00 Dir Sports Info	$28,000	$23,835	$26,652	$29,091	$34,178	188
520.00 Dir Athletics/Men	$52,632	$47,380	$50,700	$55,000	$58,696	16
521.00 Dir Athletics/Women	$41,683	$33,340	$38,900	$43,500	$47,543	47
522.00 Dir Campus Rec	$31,116	$24,500	$29,500	$33,000	$40,499	149
523.00 Chief Enrollment Mgmt	$58,679	$50,000	$56,662	$62,000	$68,194	46
524.00 Dir Minority Affairs	$36,312	$28,000	$33,075	$38,500	$47,025	105
525.00 Dir Conferences	$33,775	$25,492	$31,198	$38,703	$45,732	74

*denotes 3 cases or fewer

TABLE 11
SALARY PERCENTILES FOR ALL GENERAL BACCALAUREATE INSTITUTIONS

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$78,883	$62,000	$74,500	$83,389	$100,836	26
101.10 Asst to CEO/System	*	*	*	*	*	3
102.00 CEO / Single Inst	$90,482	$71,060	$85,000	$96,100	$116,256	341
102.10 Asst to CEO/Single	$37,150	$26,372	$33,673	$40,130	$50,500	157
103.00 Exec Vice Pres	$63,205	$50,969	$59,770	$66,366	$82,358	57
ACADEMIC						
201.00 Chief Acad Off	$63,600	$50,926	$59,953	$68,355	$78,000	362
202.00 Chf Hlth Prof Off	$48,035	$22,700	$47,570	$48,500	$56,800	8
203.00 Dir Library Serv	$38,225	$30,292	$35,871	$41,040	$49,850	350
203.10 Circulatn Librarian	$22,219	$17,000	$20,900	$23,984	$28,000	134
203.20 Acquistns Librarian	$27,140	$20,000	$25,500	$30,000	$36,240	122
203.30 Tech Serv Librarian	$27,217	$21,200	$25,100	$28,929	$34,450	208
203.40 Public Serv Librarian	$28,550	$22,735	$26,050	$31,085	$36,982	120
203.50 Reference Librarian	$26,870	$22,238	$25,000	$28,090	$32,237	224
204.00 Dir Instit Research	$36,500	$28,000	$34,972	$39,375	$47,202	94
204.10 Assc Dir Inst Res	$32,868	$23,100	$26,800	$33,084	$36,500	16
205.00 Dir Educ Media Serv	$28,200	$21,500	$25,589	$30,240	$35,244	150
206.00 Dir Learning Res Ctr	$28,525	$22,680	$25,725	$31,500	$36,420	98
207.00 Dir Internatl Std Ed	$41,551	$28,605	$37,000	$42,933	$50,100	44
208.00 Dir Comp Ctr,Opr/Acad	$37,700	$28,000	$34,345	$42,000	$50,032	129
208.10 Assc Dir CC Opr/Acad	$26,812	$21,000	$26,000	$27,519	$36,512	49
209.00 Admn,Grants-Contract	$30,300	$24,500	$27,299	$33,900	$42,000	52
210.00 Dean,Architecture	*	*	*	*	*	2
211.00 Dean,Agriculture	$61,567	$54,451	$61,250	$61,884	$82,500	4
212.00 Dean,Arts & Letters	$50,820	$40,625	$49,842	$52,607	$60,500	18
213.00 Dean,Arts & Sciences	$53,441	$43,151	$51,360	$56,382	$68,000	58
214.00 Dean,Business	$52,616	$38,090	$50,368	$56,310	$67,498	92
215.00 Dean,Communications	$33,950	$28,000	$30,950	$37,931	$41,870	12
216.00 Dean,Continuing Ed	$44,729	$33,604	$41,589	$48,100	$55,097	101
217.00 Dean,Dentistry	*	*	*	*	*	1
218.00 Dean,Education	$46,860	$33,303	$42,410	$50,061	$56,662	70
219.00 Dean,Engineering	$56,552	$42,566	$53,935	$56,830	$74,000	13
221.00 Dean,Extension	$40,313	$30,399	$38,900	$41,725	$57,299	8
222.00 Dean,Fine Arts	$43,500	$32,050	$38,939	$45,584	$52,533	35
223.00 Dean,Graduate Program	$47,161	$40,000	$45,000	$49,998	$55,000	62
224.00 Dean,Hlth-Rltd Prof	$46,353	$39,690	$41,000	$55,750	$63,400	14
225.00 Dean,Home Economics	*	*	*	*	*	2
226.00 Dean,Humanities	$43,652	$37,690	$41,545	$45,800	$55,200	48
227.00 Dean,Instruction	$52,920	$45,787	$50,262	$58,460	$67,400	5
228.00 Dean,Law	$107,620	$89,592	$99,240	$116,000	$128,600	5
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	1
230.00 Dean,Mathematics	$37,166	$30,500	$36,600	$39,430	$55,300	23
232.00 Dean,Music	$36,900	$30,000	$32,594	$39,500	$49,850	16
233.00 Dean,Nursing	$46,088	$41,333	$43,710	$47,025	$55,000	38
234.00 Dean,Occ Std/Voc Ed	$57,674	$47,568	$53,150	$61,300	$63,722	14
235.00 Dean,Pharmacy	*	*	*	*	*	1
237.00 Dean,Sciences	$47,874	$35,106	$43,550	$51,900	$58,251	48
238.00 Dean,Social Sciences	$43,395	$32,000	$38,900	$45,244	$50,830	53
239.00 Dean,Social Work	*	*	*	*	*	3
240.00 Dean,Special Programs	$44,942	$32,974	$37,440	$48,000	$57,299	27
241.00 Dean,Undergrad Prog	$53,700	$46,600	$49,500	$55,000	$62,000	19
ADMINISTRATIVE						
301.00 Chief Business Off	$61,364	$45,942	$56,700	$65,000	$77,000	313
301.01 Chief Admin Off	$54,864	$38,869	$51,000	$57,594	$64,415	40
301.02 Chief Financial Off	$51,806	$38,320	$47,718	$55,550	$62,750	70
301.10 Dir Health & Safety	$32,153	$29,500	$31,500	$40,000	$53,900	12
301.20 Dir Telecommunic	$30,200	$21,609	$27,233	$33,275	$53,158	30
302.00 Chief Planning Off	$54,625	$42,762	$48,062	$58,300	$70,936	33
303.00 Chief Budgeting Off	$42,000	$33,000	$40,439	$48,500	$54,227	47
303.10 Assc Budget Dir	$35,000	$29,000	$32,900	$38,000	$39,700	21
304.00 Chief Plan-Budgt Off	$50,842	$38,800	$47,500	$54,093	$73,346	16
305.00 General Counsel	$52,570	$46,266	$52,140	$53,000	$58,572	6
306.00 Chf Personnel/HR Off	$36,380	$28,100	$33,915	$40,000	$47,800	167
306.10 Assc Dir Pers/HR	$30,600	$25,487	$29,670	$31,800	$36,617	41
306.20 Manager Benefits	$25,900	$20,500	$23,379	$29,117	$31,600	40
306.30 Manager Training-Dev	$28,696	$25,268	$28,116	$33,948	$45,405	5
306.40 Manager Empl Relatns	$36,600	$20,500	$27,325	$37,060	$43,350	7
306.50 Manager Labor Rel	*	*	*	*	*	1
306.60 Manager Employment	$27,235	$23,100	$25,000	$27,600	$28,909	17
306.70 Mgr Wage-Sal/Mgr,Comp	$27,555	$19,507	$25,253	$29,856	$34,409	8
306.80 Mgr Personnel Inf Sys	$25,931	$23,438	$25,756	$28,506	$33,331	10
307.00 Dir AA/EEO	$43,705	$35,850	$41,392	$46,460	$55,300	23
307.10 Assc Dir AA/EEO	$33,349	$26,964	$28,484	$38,213	$38,724	4
308.00 Dir Pers-AA	$30,945	$25,603	$29,432	$35,199	$41,950	60
309.00 Dir Computer Center	$42,360	$32,200	$39,375	$44,940	$53,500	161
309.10 Assc Dir Computer Ctr	$35,497	$25,900	$32,016	$37,999	$44,100	64
309.20 Data Base Admin	$29,200	$20,904	$25,553	$36,031	$40,920	22
309.30 Sys Analyst I-Hi	$30,706	$26,269	$28,828	$33,920	$40,616	65
309.40 Sys Analyst II-Lo	$24,925	$21,500	$24,000	$26,300	$30,195	34
309.50 Prog Analyst I-Hi	$28,000	$24,000	$26,760	$29,460	$36,000	104
309.60 Prog Analyst II-Lo	$23,400	$20,000	$22,553	$24,475	$27,444	88
310.00 Dir, Comp Ctr Opr/Ad	$36,055	$27,252	$33,300	$39,564	$48,825	115
310.10 Assc Dir Comp Ctr	$32,350	$23,373	$30,108	$34,300	$39,650	46
311.00 Dir Inform Systems	$43,431	$25,751	$37,591	$45,150	$54,851	40
312.00 Chf Phys Plnt/Fac	$40,950	$30,660	$37,000	$44,100	$50,448	297
312.10 Assc Dir Phys Plnt	$30,496	$24,000	$28,800	$33,343	$40,892	136
312.20 Mgr Landscape/Grds	$25,500	$20,700	$24,250	$27,829	$32,100	124
312.30 Mgr Bldg Mnt Trades	$30,090	$25,131	$28,586	$32,200	$35,356	91

*denotes 3 cases or fewer

TABLE 11
SALARY PERCENTILES FOR ALL GENERAL BACCALAUREATE INSTITUTIONS

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.40 Mgr Tech Trades	$30,241	$24,500	$28,600	$32,300	$36,500	42
312.50 Mgr Custodial Srv	$24,300	$19,903	$23,363	$26,250	$30,158	144
312.60 Mgr Power Plant	$35,200	$24,468	$32,154	$37,480	$40,700	36
313.00 Comptroller	$40,100	$32,000	$37,850	$43,500	$51,450	211
313.10 Manager Payroll	$23,200	$18,303	$21,450	$25,000	$29,000	107
314.00 Dir Accounting	$31,189	$22,775	$28,620	$33,400	$38,904	94
314.10 Staff Accountant-Hi	$25,200	$20,545	$23,540	$27,017	$31,884	129
314.20 Staff Accountant-Lo	$21,552	$17,896	$20,092	$23,625	$27,300	89
315.00 Bursar	$28,880	$23,000	$26,650	$30,634	$38,000	81
315.10 Assc Bursar	$25,047	$17,000	$21,975	$26,000	$28,850	24
316.00 Dir Purchasing	$30,030	$22,949	$26,868	$31,900	$40,149	125
316.10 Assc Dir Purchasing	$24,473	$19,404	$21,783	$27,683	$31,628	26
317.00 Dir Bookstore	$23,627	$18,322	$21,800	$25,500	$31,000	219
317.10 Assc Dir Bookstore	$19,008	$15,573	$18,312	$20,100	$22,261	45
318.00 Dir Internal Audit	$37,980	$30,410	$36,401	$38,955	$46,640	23
319.00 Dir Aux Services	$36,000	$25,700	$33,524	$40,620	$46,925	55
319.10 Mgr Mail Services	$17,000	$14,432	$16,288	$18,506	$21,535	127
320.00 Dir Campus Security	$28,378	$20,000	$26,294	$30,193	$35,872	210
321.00 Dir Risk Mgt/Ins	$30,169	$22,327	$29,047	$31,290	$36,146	4
322.00 Admin Hosp Med Ctr	*	*	*	*	*	1
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	1
322.20 Dir Med Ctr Pers	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$58,500	$42,400	$54,000	$62,086	$72,500	298
401.10 Dir Annual Giving	$31,500	$25,200	$29,818	$34,200	$40,810	193
401.20 Dir Corp/Fndtn Rel	$36,750	$30,034	$33,863	$39,625	$46,939	115
401.30 Coord Res Dev	$27,350	$21,500	$25,700	$28,600	$33,459	71
401.40 Dir Estate Pln	$39,914	$28,600	$37,060	$42,435	$51,500	78
402.00 Chf Public Rel Off	$35,223	$28,880	$33,300	$37,300	$47,840	207
402.10 Dir Gov/Leg Rel	$39,162	$36,732	$38,196	$41,000	$62,556	7
403.00 Chf Dev/Pub Rel Off	$52,956	$34,053	$47,428	$59,575	$71,155	57
404.00 Dir Alumni Affairs	$30,110	$23,165	$27,825	$32,770	$39,763	278
405.00 Dir Dev/Alumni Aff	$43,310	$34,204	$40,000	$45,000	$53,000	30
406.00 Dir Spec/Defer Gifts	$38,494	$30,983	$35,815	$42,750	$49,949	70
407.00 Dir Church Relations	$35,451	$24,027	$31,356	$36,500	$42,990	44
408.00 Dir Community Serv	$29,600	$22,500	$28,000	$31,630	$46,900	24
409.00 Dir Publications	$29,392	$22,902	$27,560	$31,107	$36,000	117
409.10 Assc Dir Publicatns	$25,000	$19,760	$21,840	$26,200	$31,500	54
409.20 Mgr Printing Srv	$23,600	$18,000	$22,200	$25,140	$30,569	112
410.00 Dir Info Office	$27,500	$23,000	$26,200	$29,916	$35,631	104
411.00 Dir News Bureau	$24,500	$19,164	$22,400	$27,300	$31,860	66
STUDENT SERVICES						
501.00 Chf Student Aff Off	$49,284	$38,868	$45,542	$52,600	$61,560	288
501.50 Dean of Students	$40,425	$30,240	$36,713	$42,800	$50,000	125
502.00 Chief Admissions Off	$40,000	$31,028	$36,157	$45,000	$53,800	281
502.10 Assc Dir Admissions	$27,000	$22,500	$25,116	$29,500	$34,805	239
502.20 Admissions Counselor	$19,277	$17,160	$18,562	$20,368	$22,763	274
502.30 Academic Advisor	$27,228	$22,674	$25,200	$27,958	$36,000	63
503.00 Dir.Adm & Registrar	$35,605	$26,369	$30,472	$36,756	$45,900	14
504.00 Registrar	$33,419	$26,700	$31,500	$36,531	$42,500	337
504.10 Assc Registrar	$25,760	$20,440	$24,068	$26,300	$32,400	68
504.20 Asst Registrar	$20,710	$16,500	$19,800	$23,000	$26,173	107
505.00 Dir Adm/Fin Aid	$45,194	$37,000	$42,068	$49,568	$58,975	55
506.00 Dir Student Fin Aid	$32,635	$25,388	$30,634	$35,000	$40,420	336
506.10 Assc Dir Std Fin Aid	$22,741	$19,000	$21,480	$24,516	$28,080	172
507.00 Dir Food Services	$33,860	$26,250	$30,853	$37,500	$46,670	80
507.10 Assc Dir Food Serv	$26,750	$21,500	$24,939	$29,800	$32,700	48
508.00 Dir Student Housing	$27,858	$21,200	$25,700	$29,700	$36,080	182
508.10 Assc Dir Std Housing	$21,603	$17,255	$20,355	$24,000	$28,700	56
508.20 Housing Off/Adm Opr	$20,793	$15,000	$18,540	$23,484	$32,370	23
508.30 Housing Off/Res Life	$22,321	$16,490	$20,060	$23,955	$29,413	100
509.00 Dir. Union/Std Act	$27,020	$23,099	$26,156	$30,800	$35,000	39
510.00 Dir Foreign Students	$26,356	$21,000	$24,000	$29,232	$33,631	52
511.00 Dir Student Union	$28,150	$23,550	$26,150	$32,230	$38,220	42
511.10 Assc Dir Std Union	$24,700	$20,040	$22,050	$26,100	$28,750	21
512.00 Dir Std Activities	$25,186	$19,200	$23,500	$26,838	$33,016	204
513.00 Dir Std Placement	$28,697	$22,790	$26,600	$30,959	$37,200	269
514.00 Dir Std Counseling	$33,024	$25,628	$30,100	$36,750	$41,884	218
514.10 Assc Dir Std Cnslg	$27,300	$22,000	$24,189	$28,700	$36,635	47
515.00 Dir Std Hlth-Physicn	$37,625	$23,000	$32,169	$48,514	$83,800	38
516.00 Dir Std Hlth-Nurse	$23,200	$17,855	$21,381	$25,400	$29,855	201
517.00 Dir Campus Ministries	$28,938	$21,940	$27,500	$32,000	$37,753	185
518.00 Dir Athletics	$40,000	$30,635	$36,450	$42,520	$49,700	285
519.00 Dir Sports Info	$21,485	$17,000	$20,000	$22,782	$25,484	127
520.00 Dir Athletics/Men	$43,825	$23,418	$43,250	$45,177	$52,371	14
521.00 Dir Athletics/Women	$31,900	$22,000	$27,300	$35,688	$39,992	34
522.00 Dir Campus Rec	$26,760	$19,900	$24,585	$29,069	$34,000	78
523.00 Chief Enrollment Mgmt	$52,169	$37,779	$48,953	$56,903	$63,084	50
524.00 Dir Minority Affairs	$31,900	$23,725	$28,950	$33,040	$42,080	67
525.00 Dir Conferences	$30,033	$24,000	$28,900	$32,140	$42,500	63

*denotes 3 cases or fewer

TABLE 12
SALARY PERCENTILES FOR ALL TWO YEAR INSTITUTIONS

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$85,350	$73,224	$78,908	$89,934	$100,000	87
101.10 Asst to CEO/System	$54,715	$39,292	$50,253	$56,523	$66,292	20
102.00 CEO / Single Inst	$78,337	$67,900	$75,319	$82,967	$90,300	266
102.10 Asst to CEO/Single	$41,923	$32,172	$37,000	$45,047	$54,774	83
103.00 Exec Vice Pres	$68,753	$60,294	$63,650	$70,898	$77,260	50
ACADEMIC						
201.00 Chief Acad Off	$60,468	$52,470	$58,583	$63,859	$70,320	318
202.00 Chf Hlth Prof Off	$47,947	$41,870	$47,450	$56,903	$65,181	14
203.00 Dir Library Serv	$41,904	$32,000	$38,694	$44,475	$50,877	228
203.10 Circulatn Librarian	$31,027	$21,960	$26,255	$33,528	$40,907	52
203.20 Acquistns Librarian	$29,035	$23,500	$28,000	$33,513	$46,179	34
203.30 Tech Serv Librarian	$31,144	$24,713	$29,242	$34,464	$40,753	84
203.40 Public Serv Librarian	$32,604	$25,476	$32,255	$33,576	$41,587	46
203.50 Reference Librarian	$32,666	$25,000	$31,292	$34,906	$45,995	88
204.00 Dir Instit Research	$43,027	$35,097	$40,703	$45,815	$51,578	132
204.10 Asst Dir Inst Res	$40,386	$32,438	$35,412	$46,109	$50,080	21
205.00 Dir Educ Media Serv	$38,725	$29,977	$35,705	$40,369	$47,700	105
206.00 Dir Learning Res Ctr	$42,566	$33,500	$39,408	$46,153	$53,358	146
207.00 Dir Internatl Std Ed	$42,180	$31,030	$37,454	$43,405	$53,480	10
208.00 Dir Comp Ctr,Opr/Acad	$42,139	$29,244	$36,894	$43,170	$53,721	44
208.10 Assc Dir CC Opr/Acad	$34,800	$32,733	$32,987	$37,779	$51,516	7
209.00 Admn,Grants-Contract	$41,221	$32,300	$36,825	$43,736	$47,711	68
211.00 Dean,Agriculture	$50,181	$42,848	$46,627	$56,201	$62,000	12
212.00 Dean,Arts & Letters	$48,551	$42,120	$46,119	$52,074	$59,000	31
213.00 Dean,Arts & Sciences	$52,250	$45,900	$49,819	$55,623	$65,000	74
214.00 Dean,Business	$49,664	$42,660	$47,922	$53,217	$58,596	144
215.00 Dean,Communications	$48,444	$41,653	$45,136	$49,733	$55,221	25
216.00 Dean,Continuing Ed	$49,619	$41,870	$47,382	$51,540	$57,700	193
217.00 Dean,Dentistry	$47,412	$32,440	$43,734	$51,090	$56,933	4
218.00 Dean,Education	$48,395	$39,603	$45,240	$49,164	$59,400	20
219.00 Dean,Engineering	$55,065	$46,645	$54,189	$56,945	$62,400	49
221.00 Dean,Extension	$54,924	$41,000	$47,985	$58,601	$65,297	29
222.00 Dean,Fine Arts	$49,432	$35,074	$43,894	$52,402	$59,286	20
224.00 Dean,Hlth-Rltd Prof	$49,488	$42,673	$47,000	$54,144	$60,816	94
225.00 Dean,Home Economics	$59,280	$46,000	$57,744	$60,816	$62,169	6
226.00 Dean,Humanities	$50,258	$44,978	$48,500	$53,363	$59,624	71
227.00 Dean,Instruction	$55,617	$46,307	$50,904	$57,343	$63,500	36
228.00 Dean,Law	*	*	*	*	*	3
229.00 Dean,Lib & Inf Sci	$51,110	$41,250	$47,700	$52,530	$54,658	14
230.00 Dean,Mathematics	$50,657	$44,928	$49,446	$53,880	$58,422	36
232.00 Dean,Music	$36,739	$28,968	$35,226	$50,490	$58,572	7
233.00 Dean,Nursing	$44,314	$40,501	$42,673	$45,655	$51,887	63
234.00 Dean,Occ Std/Voc Ed	$50,161	$44,000	$48,500	$53,319	$60,200	141
235.00 Dean,Pharmacy	*	*	*	*	*	1
236.00 Dean,Public Health	*	*	*	*	*	1
237.00 Dean,Sciences	$51,468	$42,294	$49,500	$54,016	$58,998	64
238.00 Dean,Social Sciences	$51,939	$43,538	$50,125	$55,016	$61,582	65
239.00 Dean,Social Work	*	*	*	*	*	3
240.00 Dean,Special Programs	$44,944	$37,524	$42,042	$47,964	$55,272	47
241.00 Dean,Undergrad Prog	$47,655	$44,947	$47,575	$52,841	$59,924	5
ADMINISTRATIVE						
301.00 Chief Business Off	$57,546	$47,123	$54,518	$60,649	$69,437	290
301.01 Chief Admin Off	$57,933	$48,873	$54,151	$60,114	$67,244	45
301.02 Chief Financial Off	$50,134	$40,000	$47,800	$55,200	$62,464	69
301.10 Dir Health & Safety	$40,216	$30,000	$36,750	$40,956	$43,000	11
301.20 Dir Telecommunic	$41,797	$33,832	$40,400	$42,550	$48,926	19
302.00 Chief Planning Off	$54,931	$43,000	$52,645	$56,436	$66,820	48
303.00 Chief Budgeting Off	$45,886	$37,293	$42,280	$48,703	$57,724	55
303.10 Assc Budget Dir	$37,869	$29,500	$33,600	$39,993	$42,179	16
304.00 Chief Plan-Budgt Off	$44,077	$39,964	$40,679	$47,475	$50,678	6
305.00 General Counsel	$47,701	$40,520	$45,000	$50,000	$64,217	13
305.10 Staff Attorneys	*	*	*	*	*	1
306.00 Chf Personnel/HR Off	$45,226	$36,291	$41,121	$49,140	$58,900	148
306.10 Assc Dir Pers/HR	$40,173	$29,069	$35,900	$40,455	$53,672	35
306.20 Manager Benefits	$27,917	$23,176	$26,275	$30,105	$33,787	32
306.30 Manager Training-Dev	$41,801	$29,876	$38,300	$44,183	$45,620	12
306.40 Manager Empl Relatns	$38,648	$32,430	$37,829	$40,583	$44,147	5
306.50 Manager Labor Rel	*	*	*	*	*	2
306.60 Manager Employment	$29,951	$25,942	$28,909	$30,789	$39,885	16
306.70 Mgr Wage-Sal/Mgr,Comp	$35,086	$27,618	$31,500	$36,676	$50,000	14
306.80 Mgr Personnel Inf Sys	$32,507	$25,667	$25,942	$33,094	$42,780	7
307.00 Dir AA/EEO	$43,368	$34,500	$41,000	$46,800	$52,625	38
307.10 Assc Dir AA/EEO	$34,965	$28,600	$33,467	$42,120	$55,845	9
308.00 Dir Pers-AA	$39,996	$33,655	$36,810	$45,000	$53,239	73
309.00 Dir Computer Center	$46,152	$37,871	$44,000	$49,925	$58,000	158
309.10 Assc Dir Computer Ctr	$36,750	$28,276	$33,341	$40,476	$48,913	40
309.20 Data Base Admin	$37,535	$31,152	$36,482	$39,609	$44,348	25
309.30 Sys Analyst I-Hi	$34,300	$29,000	$31,798	$35,400	$40,015	71
309.40 Sys Analyst II-Lo	$30,375	$26,924	$29,944	$31,604	$35,626	28
309.50 Prog Analyst I-Hi	$32,765	$27,419	$31,411	$33,956	$38,513	95
309.60 Prog Analyst II-Lo	$25,719	$22,200	$25,052	$27,124	$31,474	78
310.00 Dir, Comp Ctr Opr/Ad	$41,158	$31,410	$39,500	$43,165	$49,220	48
310.10 Assc Dir Comp Ctr	$37,249	$33,057	$36,000	$37,988	$40,399	21
311.00 Dir Inform Systems	$51,684	$39,846	$47,940	$55,477	$62,461	163
312.00 Chf Phys Plnt/Fac	$41,300	$32,500	$37,821	$44,709	$50,751	248
312.10 Assc Dir Phys Plnt	$34,031	$25,322	$31,894	$36,040	$40,479	88
312.20 Mgr Landscape/Grds	$26,829	$20,770	$23,500	$28,572	$33,085	61
312.30 Mgr Bldg Mnt Trades	$30,703	$25,000	$28,484	$33,485	$38,719	60

*denotes 3 cases or fewer

TABLE 12
SALARY PERCENTILES FOR ALL TWO YEAR INSTITUTIONS

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.40 Mgr Tech Trades	$30,252	$25,781	$27,886	$31,866	$35,103	20
312.50 Mgr Custodial Srv	$27,414	$22,044	$25,600	$29,813	$33,474	86
312.60 Mgr Power Plant	$32,179	$23,835	$30,312	$33,328	$35,920	18
313.00 Comptroller	$42,224	$33,708	$39,390	$44,850	$52,291	137
313.10 Manager Payroll	$27,566	$23,147	$26,146	$28,608	$31,990	80
314.00 Dir Accounting	$35,772	$28,900	$33,311	$38,974	$45,001	98
314.10 Staff Accountant-Hi	$30,000	$23,175	$28,559	$31,788	$36,510	83
314.20 Staff Accountant-Lo	$24,669	$19,188	$23,004	$27,568	$30,420	67
315.00 Bursar	$35,725	$24,007	$30,270	$38,588	$47,320	44
315.10 Assc Bursar	$27,700	$20,800	$26,406	$30,947	$31,142	7
316.00 Dir Purchasing	$34,179	$25,284	$30,851	$36,750	$42,084	142
316.10 Assc Dir Purchasing	$26,082	$19,924	$25,278	$27,271	$33,164	20
317.00 Dir Bookstore	$26,493	$20,176	$24,640	$29,203	$35,558	173
317.10 Assc Dir Bookstore	$24,558	$18,442	$22,629	$26,388	$30,977	34
318.00 Dir Internal Audit	$34,935	$31,320	$33,660	$36,000	$44,120	32
319.00 Dir Aux Services	$39,752	$30,285	$33,648	$42,876	$48,312	58
319.10 Mgr Mail Services	$21,937	$15,071	$20,330	$24,523	$30,114	40
320.00 Dir Campus Security	$31,152	$22,314	$28,200	$35,244	$40,641	124
321.00 Dir Risk Mgt/Ins	$41,963	$30,328	$40,110	$42,769	$47,713	5
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$48,327	$36,450	$43,455	$53,210	$57,847	115
401.10 Dir Annual Giving	$36,980	$27,050	$30,824	$38,728	$43,887	18
401.20 Dir Corp/Fndtn Rel	$39,498	$31,452	$35,444	$39,832	$47,633	26
401.30 Coord Res Dev	$39,206	$27,000	$35,123	$44,000	$52,012	16
401.40 Dir Estate Pln	*	*	*	*	*	2
402.00 Chf Public Rel Off	$36,381	$27,020	$34,013	$39,665	$50,700	140
402.10 Dir Gov/Leg Rel	$38,376	$28,793	$37,948	$40,520	$58,008	9
403.00 Chf Dev/Pub Rel Off	$42,400	$34,650	$38,709	$48,353	$57,720	39
404.00 Dir Alumni Affairs	$26,037	$20,200	$24,937	$28,076	$33,696	32
405.00 Dir Dev/Alumni Aff	$39,911	$28,000	$35,959	$40,547	$48,068	20
406.00 Dir Spec/Defer Gifts	$33,897	$29,500	$30,210	$35,500	$36,421	7
407.00 Dir Church Relations	$34,067	$14,280	$26,560	$41,573	$72,305	4
408.00 Dir Community Serv	$42,847	$33,299	$39,556	$45,516	$51,931	81
409.00 Dir Publications	$33,157	$29,258	$31,501	$34,500	$38,795	44
409.10 Assc Dir Publicatns	$26,893	$22,048	$23,004	$31,800	$32,436	12
409.20 Mgr Printing Srv	$27,354	$20,911	$24,700	$28,985	$37,519	65
410.00 Dir Info Office	$33,012	$26,333	$30,855	$36,000	$40,500	72
411.00 Dir News Bureau	$31,119	$29,590	$30,826	$31,745	$35,000	13
STUDENT SERVICES						
501.00 Chf Student Aff Off	$54,880	$43,254	$52,140	$58,000	$66,084	268
501.50 Dean of Students	$48,097	$38,900	$44,861	$50,000	$54,800	86
502.00 Chief Admissions Off	$39,538	$31,089	$37,351	$42,995	$47,138	138
502.10 Assc Dir Admissions	$29,384	$24,000	$27,500	$30,442	$34,367	63
502.20 Admissions Counselor	$24,677	$20,159	$22,967	$26,400	$32,110	80
502.30 Academic Advisor	$28,639	$22,415	$25,637	$31,884	$35,082	36
503.00 Dir.Adm & Registrar	$43,800	$37,053	$40,375	$45,424	$52,843	106
504.00 Registrar	$36,594	$27,000	$33,474	$40,688	$46,476	179
504.10 Assc Registrar	$31,993	$22,823	$29,120	$35,593	$46,000	34
504.20 Asst Registrar	$27,203	$19,785	$25,765	$28,869	$33,609	49
505.00 Dir Adm/Fin Aid	$41,008	$32,211	$38,048	$45,550	$52,653	32
506.00 Dir Student Fin Aid	$36,770	$29,725	$34,531	$38,558	$45,624	275
506.10 Assc Dir Std Fin Aid	$27,782	$21,160	$24,550	$28,831	$31,902	73
507.00 Dir Food Services	$28,554	$20,232	$25,700	$30,456	$37,816	50
507.10 Assc Dir Food Serv	$20,370	$15,598	$17,250	$22,947	$28,402	10
508.00 Dir Student Housing	$25,000	$17,384	$21,700	$30,539	$39,067	39
508.10 Assc Dir Std Housing	$28,835	$23,402	$28,183	$29,486	$29,540	6
508.20 Housing Off/Adm Opr	*	*	*	*	*	1
508.30 Housing Off/Res Life	$23,550	$19,000	$21,866	$24,848	$28,488	14
509.00 Dir. Union/Std Act	$40,718	$40,392	$40,694	$40,741	$43,425	6
510.00 Dir Foreign Students	$32,162	$25,440	$30,000	$34,113	$38,350	14
511.00 Dir Student Union	$30,268	$19,130	$26,225	$34,881	$40,712	12
511.10 Assc Dir Std Union	$36,362	$25,123	$36,239	$36,485	$38,186	4
512.00 Dir Std Activities	$32,700	$24,669	$30,094	$36,690	$43,900	167
513.00 Dir Std Placement	$33,676	$26,500	$31,994	$36,041	$43,076	144
514.00 Dir Std Counseling	$42,930	$32,600	$39,776	$45,710	$51,838	187
514.10 Assc Dir Std Cnslg	$36,540	$25,996	$32,608	$43,236	$47,198	17
515.00 Dir Std Hlth-Physicn	$36,909	$29,890	$32,754	$38,691	$42,282	7
516.00 Dir Std Hlth-Nurse	$28,550	$20,982	$26,466	$29,665	$35,700	61
517.00 Dir Campus Ministries	$23,760	$21,457	$23,511	$23,880	$27,750	6
518.00 Dir Athletics	$40,023	$30,932	$38,148	$44,265	$53,319	129
519.00 Dir Sports Info	$24,533	$21,931	$22,493	$26,572	$26,750	6
520.00 Dir Athletics/Men	*	*	*	*	*	2
521.00 Dir Athletics/Women	*	*	*	*	*	3
522.00 Dir Campus Rec	$25,313	$20,450	$23,591	$29,558	$36,264	26
523.00 Chief Enrollment Mgmt	$40,836	$33,375	$39,000	$42,650	$52,142	19
524.00 Dir Minority Affairs	$31,200	$25,945	$30,408	$34,950	$45,104	29
525.00 Dir Conferences	$34,458	$25,000	$33,255	$35,649	$44,195	15

*denotes 3 cases or fewer

TABLE 13
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $93 MILLION OR LESS

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$128,614	$127,820	$128,614	$128,614	$176,550	5
101.10 Asst to CEO/System	*	*	*	*	*	2
102.00 CEO / Single Inst	$116,160	$92,880	$109,500	$125,000	$132,235	31
102.10 Asst to CEO/Single	$47,874	$36,720	$43,000	$50,000	$52,000	17
103.00 Exec Vice Pres	$101,279	$84,105	$89,507	$113,050	$115,000	8
ACADEMIC						
201.00 Chief Acad Off	$90,000	$72,000	$80,934	$93,000	$109,500	34
202.00 Chf Hlth Prof Off	$100,431	$75,246	$100,000	$100,862	$174,900	4
203.00 Dir Library Serv	$59,611	$43,990	$57,000	$65,000	$70,300	36
203.10 Circulatn Librarian	$30,546	$20,358	$29,717	$33,158	$38,900	20
203.20 Acquistns Librarian	$32,200	$28,659	$31,800	$33,794	$36,874	22
203.30 Tech Serv Librarian	$38,225	$30,408	$34,650	$39,056	$41,456	25
203.40 Public Serv Librarian	$36,933	$31,224	$35,110	$39,708	$44,788	15
203.50 Reference Librarian	$32,780	$27,248	$28,955	$33,700	$38,850	27
204.00 Dir Instit Research	$51,600	$43,708	$48,000	$55,000	$68,120	19
204.10 Assc Dir Inst Res	$34,987	$31,602	$34,261	$38,001	$48,608	5
205.00 Dir Educ Media Serv	$42,273	$35,920	$40,642	$43,200	$47,752	12
206.00 Dir Learning Res Ctr	$41,436	$36,000	$37,500	$45,372	$46,070	6
207.00 Dir Internatl Std Ed	$41,604	$35,890	$40,221	$45,690	$51,867	10
208.00 Dir Comp Ctr,Opr/Acad	$51,841	$40,712	$49,000	$56,000	$75,850	16
208.10 Assc Dir CC Opr/Acad	$43,446	$35,580	$42,896	$43,996	$56,000	6
209.00 Admn,Grants-Contract	$52,470	$32,550	$44,817	$56,519	$62,400	27
210.00 Dean,Architecture	$84,605	$61,110	$62,500	$89,881	$100,000	7
211.00 Dean,Agriculture	$76,892	$62,840	$75,800	$77,983	$93,920	4
212.00 Dean,Arts & Letters	$59,130	$40,000	$55,759	$62,500	$98,900	4
213.00 Dean,Arts & Sciences	$81,510	$68,750	$72,624	$84,000	$89,888	21
214.00 Dean,Business	$86,626	$70,525	$78,000	$89,200	$101,000	27
215.00 Dean,Communications	$61,504	$49,060	$50,492	$72,515	$90,480	4
216.00 Dean,Continuing Ed	$62,000	$52,108	$55,400	$62,690	$68,000	11
218.00 Dean,Education	$70,312	$59,332	$66,750	$73,994	$85,298	20
219.00 Dean,Engineering	$84,848	$69,876	$78,638	$92,881	$116,963	15
221.00 Dean,Extension	*	*	*	*	*	2
222.00 Dean,Fine Arts	*	*	*	*	*	3
223.00 Dean,Graduate Program	$71,750	$58,420	$68,800	$76,390	$87,228	24
224.00 Dean,Hlth-Rltd Prof	$76,691	$53,095	$72,392	$80,990	$96,800	8
225.00 Dean,Home Economics	*	*	*	*	*	3
226.00 Dean,Humanities	*	*	*	*	*	3
228.00 Dean,Law	$124,000	$110,000	$118,800	$125,000	$138,000	10
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	3
230.00 Dean,Mathematics	*	*	*	*	*	1
231.00 Dean,Medicine	*	*	*	*	*	2
232.00 Dean,Music	$86,550	$67,185	$84,639	$88,460	$144,000	4
233.00 Dean,Nursing	$69,000	$60,735	$68,031	$70,000	$80,250	9
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	2
235.00 Dean,Pharmacy	*	*	*	*	*	2
236.00 Dean,Public Health	*	*	*	*	*	1
237.00 Dean,Sciences	$66,750	$62,400	$63,500	$70,000	$101,500	6
238.00 Dean,Social Sciences	$95,000	$49,060	$95,000	$95,000	$122,000	4
239.00 Dean,Social Work	$71,240	$64,700	$70,620	$76,127	$89,507	5
240.00 Dean,Special Programs	$57,222	$44,841	$50,400	$64,044	$74,060	4
241.00 Dean,Undergrad Prog	$70,000	$62,878	$65,000	$71,070	$83,100	9
ADMINISTRATIVE						
301.00 Chief Business Off	$88,600	$72,956	$82,100	$93,500	$100,883	33
301.01 Chief Admin Off	$76,000	$62,300	$74,000	$78,000	$100,000	9
301.02 Chief Financial Off	$69,300	$55,800	$62,820	$82,500	$100,000	11
301.10 Dir Health & Safety	$44,029	$33,348	$41,312	$46,746	$54,600	4
301.20 Dir Telecommunic	$38,654	$32,500	$34,500	$41,600	$49,980	16
302.00 Chief Planning Off	$78,643	$65,920	$69,550	$87,736	$90,740	4
303.00 Chief Budgeting Off	$52,000	$44,768	$50,500	$53,000	$58,087	17
303.10 Assc Budget Dir	$41,121	$32,710	$37,841	$41,147	$45,485	5
304.00 Chief Plan-Budgt Off	$76,287	$64,600	$72,744	$78,144	$93,500	5
305.00 General Counsel	$65,250	$55,000	$65,000	$65,500	$73,000	10
305.10 Staff Attorneys	$43,700	$40,000	$42,400	$45,000	$50,800	7
306.00 Chf Personnel/HR Off	$48,000	$43,805	$46,500	$53,000	$58,519	32
306.10 Assc Dir Pers/HR	$34,577	$29,450	$31,509	$35,700	$38,380	16
306.20 Manager Benefits	$31,550	$27,000	$30,000	$33,383	$44,820	18
306.30 Manager Training-Dev	$32,449	$25,341	$31,225	$33,017	$46,792	5
306.40 Manager Empl Relatns	*	*	*	*	*	3
306.50 Manager Labor Rel	*	*	*	*	*	1
306.60 Manager Employment	$27,504	$24,332	$26,440	$27,775	$33,000	11
306.70 Mgr Wage-Sal/Mgr,Comp	$30,105	$18,454	$25,197	$37,778	$47,725	5
306.80 Mgr Personnel Inf Sys	*	*	*	*	*	1
307.00 Dir AA/EEO	$43,914	$39,175	$42,067	$47,616	$54,700	15
308.00 Dir Pers-AA	*	*	*	*	*	3
309.00 Dir Computer Center	$61,149	$51,000	$54,744	$64,365	$70,720	23
309.10 Assc Dir Computer Ctr	$46,085	$41,781	$45,252	$48,309	$62,000	10
309.20 Data Base Admin	$45,000	$37,157	$44,310	$46,900	$55,080	9
309.30 Sys Analyst I-Hi	$37,850	$30,043	$34,556	$40,425	$45,348	21
309.40 Sys Analyst II-Lo	$28,000	$26,000	$27,875	$28,350	$29,652	11
309.50 Prog Analyst I-Hi	$30,793	$27,316	$29,184	$31,953	$37,103	25
309.60 Prog Analyst II-Lo	$26,048	$22,438	$25,000	$27,399	$30,516	22
310.00 Dir, Comp Ctr Opr/Ad	$46,446	$41,519	$42,400	$47,500	$59,293	11
310.10 Assc Dir Comp Ctr	$38,376	$27,848	$34,086	$41,688	$51,650	5
311.00 Dir Inform Systems	$52,125	$44,556	$49,159	$54,080	$56,300	12
312.00 Chf Phys Plnt/Fac	$53,544	$47,978	$51,610	$55,000	$67,080	33
312.10 Assc Dir Phys Plnt	$41,108	$37,605	$39,233	$44,960	$50,000	21
312.20 Mgr Landscape/Grds	$30,310	$25,369	$29,736	$31,270	$34,188	24
312.30 Mgr Bldg Mnt Trades	$33,500	$27,605	$29,500	$34,320	$44,200	19

*denotes 3 cases or fewer

TABLE 13
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $93 MILLION OR LESS

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.40 Mgr Tech Trades	$35,651	$26,829	$31,113	$35,793	$45,396	13
312.50 Mgr Custodial Srv	$28,787	$23,719	$26,500	$30,762	$34,725	21
312.60 Mgr Power Plant	$38,802	$34,502	$38,664	$40,370	$44,035	13
313.00 Comptroller	$55,328	$46,845	$53,068	$56,927	$65,225	30
313.10 Manager Payroll	$29,886	$24,877	$28,600	$32,500	$36,500	22
314.00 Dir Accounting	$44,000	$39,520	$42,500	$46,272	$53,280	21
314.10 Staff Accountant-Hi	$32,900	$25,200	$28,875	$35,178	$40,692	22
314.20 Staff Accountant-Lo	$23,064	$20,131	$22,084	$23,550	$25,450	20
315.00 Bursar	$35,800	$33,000	$34,200	$38,500	$44,900	16
315.10 Assc Bursar	*	*	*	*	*	2
316.00 Dir Purchasing	$39,331	$31,600	$36,540	$41,350	$47,252	30
316.10 Assc Dir Purchasing	$26,322	$24,068	$26,158	$26,486	$42,250	8
317.00 Dir Bookstore	$38,724	$31,350	$38,000	$40,254	$43,039	18
317.10 Assc Dir Bookstore	$22,672	$20,349	$20,524	$24,820	$31,200	6
318.00 Dir Internal Audit	$43,300	$35,254	$42,623	$45,150	$53,000	16
319.00 Dir Aux Services	$53,800	$45,359	$50,805	$54,030	$58,155	15
319.10 Mgr Mail Services	$22,745	$17,599	$20,580	$24,080	$29,400	20
320.00 Dir Campus Security	$41,730	$34,000	$39,800	$46,500	$49,387	33
321.00 Dir Risk Mgt/Ins	$52,750	$40,500	$50,500	$55,000	$66,000	8
322.00 Admin Hosp Med Ctr	*	*	*	*	*	3
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	1
322.20 Dir Med Ctr Pers	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$76,647	$62,090	$70,875	$78,000	$91,000	28
401.10 Dir Annual Giving	$40,000	$32,100	$38,993	$43,274	$50,000	20
401.20 Dir Corp/Fndtn Rel	$42,000	$37,831	$40,751	$45,150	$49,804	16
401.30 Coord Res Dev	$32,000	$26,000	$30,000	$35,000	$36,400	9
401.40 Dir Estate Pln	$50,635	$38,975	$50,000	$55,400	$58,000	9
402.00 Chf Public Rel Off	$55,350	$42,295	$50,834	$57,620	$62,095	20
402.10 Dir Gov/Leg Rel	$47,250	$40,266	$44,436	$48,438	$62,738	5
403.00 Chf Dev/Pub Rel Off	$76,000	$58,000	$72,000	$80,000	$105,500	9
404.00 Dir Alumni Affairs	$40,000	$33,280	$39,655	$41,000	$45,000	26
405.00 Dir Dev/Alumni Aff	$65,000	$34,870	$60,133	$65,000	$66,468	9
406.00 Dir Spec/Defer Gifts	$39,850	$28,997	$35,700	$44,000	$58,915	8
407.00 Dir Church Relations	*	*	*	*	*	2
408.00 Dir Community Serv	$44,600	$39,000	$40,000	$46,800	$47,799	7
409.00 Dir Publications	$35,028	$30,171	$33,440	$42,635	$49,304	15
409.10 Assc Dir Publicatns	$34,738	$26,765	$34,675	$34,800	$36,000	4
409.20 Mgr Printing Srv	$31,950	$23,000	$30,056	$34,000	$36,358	19
410.00 Dir Info Office	$43,700	$28,450	$39,017	$45,346	$55,140	15
411.00 Dir News Bureau	$36,581	$27,950	$31,491	$37,210	$41,000	13
STUDENT SERVICES						
501.00 Chf Student Aff Off	$75,421	$60,000	$68,000	$78,000	$84,000	29
501.50 Dean of Students	$49,557	$46,467	$49,000	$50,500	$57,408	18
502.00 Chief Admissions Off	$51,000	$33,656	$44,028	$55,255	$63,366	29
502.10 Assc Dir Admissions	$32,259	$26,400	$31,800	$36,104	$38,581	19
502.20 Admissions Counselor	$21,218	$19,469	$21,025	$22,400	$24,083	23
502.30 Academic Advisor	$26,566	$23,204	$26,550	$26,581	$43,908	8
503.00 Dir.Adm & Registrar	$52,877	$38,644	$46,762	$53,044	$58,106	5
504.00 Registrar	$46,263	$38,581	$43,128	$49,000	$53,635	31
504.10 Assc Registrar	$33,201	$26,350	$31,300	$35,020	$39,200	21
504.20 Asst Registrar	$26,439	$21,200	$24,500	$27,300	$30,984	21
505.00 Dir Adm/Fin Aid	*	*	*	*	*	3
506.00 Dir Student Fin Aid	$41,300	$36,690	$40,000	$45,788	$52,000	38
506.10 Assc Dir Std Fin Aid	$31,618	$25,797	$30,400	$33,565	$37,630	25
507.00 Dir Food Services	$43,000	$39,402	$41,000	$45,000	$47,970	8
507.10 Assc Dir Food Serv	$31,995	$27,560	$31,990	$32,000	$40,000	6
508.00 Dir Student Housing	$38,700	$33,359	$36,839	$38,900	$45,147	26
508.10 Assc Dir Std Housing	$31,616	$25,557	$30,588	$32,852	$35,075	11
508.20 Housing Off/Adm Opr	$23,383	$22,378	$22,500	$24,266	$24,900	6
508.30 Housing Off/Res Life	$24,050	$19,500	$21,820	$26,200	$27,000	12
509.00 Dir, Union/Std Act	*	*	*	*	*	2
510.00 Dir Foreign Students	$28,657	$26,400	$27,300	$29,680	$36,140	13
511.00 Dir Student Union	$37,066	$31,600	$36,168	$37,244	$43,009	13
511.10 Assc Dir Std Union	$25,049	$18,819	$23,532	$25,161	$27,251	5
512.00 Dir Std Activities	$32,800	$26,253	$30,028	$34,353	$39,570	25
513.00 Dir Std Placement	$37,650	$33,023	$36,602	$38,294	$48,027	28
514.00 Dir Std Counseling	$44,450	$36,414	$44,200	$45,600	$50,312	28
514.10 Assc Dir Std Cnslg	$37,050	$28,000	$31,320	$37,600	$38,920	11
515.00 Dir Std Hlth-Physicn	$80,762	$58,933	$79,321	$82,202	$95,033	9
516.00 Dir Std Hlth-Nurse	$27,806	$21,566	$26,481	$31,211	$40,400	20
517.00 Dir Campus Ministries	$31,375	$26,576	$27,750	$35,000	$40,000	9
518.00 Dir Athletics	$57,200	$45,083	$51,000	$60,330	$67,713	31
519.00 Dir Sports Info	$27,414	$22,305	$25,100	$28,200	$32,642	22
520.00 Dir Athletics/Men	*	*	*	*	*	2
521.00 Dir Athletics/Women	$34,324	$32,000	$33,000	$34,362	$40,106	9
522.00 Dir Campus Rec	$28,287	$24,606	$26,638	$32,800	$38,000	18
523.00 Chief Enrollment Mgmt	$50,168	$49,920	$50,000	$50,336	$62,400	4
524.00 Dir Minority Affairs	$38,500	$23,226	$34,000	$43,000	$51,400	8
525.00 Dir Conferences	$32,805	$28,039	$30,896	$37,130	$49,563	10

*denotes 3 cases or fewer

TABLE 14
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $93 - $191.8 MILLION

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$129,100	$112,501	$127,100	$133,750	$144,163	10
101.10 Asst to CEO/System	$64,000	$60,000	$63,850	$68,150	$71,350	7
102.00 CEO / Single Inst	$129,400	$107,100	$121,500	$133,500	$164,175	35
102.10 Asst to CEO/Single	$69,095	$55,650	$60,000	$73,896	$80,000	21
103.00 Exec Vice Pres	$109,686	$102,760	$106,180	$113,192	$123,600	6
ACADEMIC						
201.00 Chief Acad Off	$101,520	$90,600	$98,592	$105,060	$120,000	41
202.00 Chf Hlth Prof Off	$139,500	$82,200	$125,000	$154,000	$210,000	6
203.00 Dir Library Serv	$76,000	$68,500	$74,573	$79,130	$84,300	39
203.10 Circulatn Librarian	$34,710	$27,648	$31,584	$36,665	$41,887	28
203.20 Acquistns Librarian	$35,600	$30,399	$33,611	$38,490	$43,800	29
203.30 Tech Serv Librarian	$49,603	$39,403	$43,911	$52,465	$56,604	22
203.40 Public Serv Librarian	$47,568	$39,000	$43,275	$49,284	$54,000	19
203.50 Reference Librarian	$39,500	$31,844	$37,260	$41,000	$42,945	27
204.00 Dir Instit Research	$55,620	$46,038	$53,692	$59,500	$67,500	33
204.10 Assc Dir Inst Res	$40,989	$34,841	$38,858	$43,099	$54,150	10
205.00 Dir Educ Media Serv	$50,955	$41,100	$46,848	$53,892	$60,300	28
206.00 Dir Learning Res Ctr	$43,541	$34,575	$42,038	$46,704	$56,281	10
207.00 Dir Internatl Std Ed	$53,652	$28,116	$52,464	$63,394	$68,815	14
208.00 Dir Comp Ctr,Opr/Acad	$60,277	$51,000	$56,650	$64,683	$71,500	16
208.10 Assc Dir CC Opr/Acad	$54,075	$51,179	$53,536	$55,500	$57,980	11
209.00 Admn,Grants-Contract	$56,532	$48,812	$53,242	$59,322	$67,655	35
210.00 Dean,Architecture	$82,226	$75,400	$79,511	$82,478	$88,000	7
211.00 Dean,Agriculture	$85,784	$81,000	$85,008	$86,560	$93,800	8
212.00 Dean,Arts & Letters	*	*	*	*	*	3
213.00 Dean,Arts & Sciences	$92,040	$81,000	$88,000	$95,211	$102,000	31
214.00 Dean,Business	$95,200	$84,872	$91,533	$100,000	$105,655	40
215.00 Dean,Communications	$76,500	$71,100	$75,250	$78,250	$86,938	5
216.00 Dean,Continuing Ed	$75,952	$62,128	$73,500	$77,370	$80,030	24
217.00 Dean,Dentistry	$122,000	$97,000	$114,000	$130,000	$141,999	4
218.00 Dean,Education	$83,394	$75,000	$81,600	$85,629	$89,000	36
219.00 Dean,Engineering	$100,000	$87,134	$98,241	$103,581	$113,459	25
221.00 Dean,Extension	$75,667	$67,296	$75,500	$78,730	$82,300	7
222.00 Dean,Fine Arts	$76,100	$71,775	$74,968	$80,550	$88,042	15
223.00 Dean,Graduate Program	$81,540	$73,932	$76,000	$84,960	$90,948	36
224.00 Dean,Hlth-Rltd Prof	$80,197	$75,800	$79,224	$81,170	$85,592	8
225.00 Dean,Home Economics	$72,950	$61,783	$67,400	$78,500	$80,550	4
226.00 Dean,Humanities	$74,900	$72,150	$73,600	$81,602	$100,652	5
228.00 Dean,Law	$109,500	$92,500	$102,960	$118,650	$135,000	19
229.00 Dean,Lib & Inf Sci	$78,075	$70,750	$74,472	$80,775	$82,915	10
230.00 Dean,Mathematics	*	*	*	*	*	1
231.00 Dean,Medicine	$137,745	$106,500	$137,689	$137,800	$142,000	6
232.00 Dean,Music	$79,041	$67,000	$75,200	$82,803	$85,500	7
233.00 Dean,Nursing	$84,994	$70,547	$82,000	$86,871	$90,600	12
234.00 Dean,Occ Std/Voc Ed	$76,484	$67,765	$75,952	$77,016	$80,462	6
235.00 Dean,Pharmacy	$85,000	$82,954	$84,079	$86,750	$90,973	5
237.00 Dean,Sciences	$98,958	$86,300	$97,082	$100,834	$114,750	8
238.00 Dean,Social Sciences	*	*	*	*	*	3
239.00 Dean,Social Work	$76,100	$76,000	$76,000	$76,200	$85,665	4
240.00 Dean,Special Programs	*	*	*	*	*	2
241.00 Dean,Undergrad Prog	$80,579	$62,160	$71,790	$84,464	$91,099	5
242.00 Dean,Veterinary Sci	*	*	*	*	*	1
ADMINISTRATIVE						
301.00 Chief Business Off	$94,570	$85,700	$91,376	$99,000	$111,000	37
301.01 Chief Admin Off	$82,400	$70,700	$80,000	$85,090	$89,522	11
301.02 Chief Financial Off	$89,250	$64,100	$75,000	$91,180	$101,000	12
301.10 Dir Health & Safety	$45,438	$39,377	$43,935	$50,475	$58,148	20
301.20 Dir Telecommunic	$49,604	$40,750	$47,870	$55,425	$61,629	30
302.00 Chief Planning Off	$70,787	$67,680	$70,700	$72,140	$106,000	9
303.00 Chief Budgeting Off	$63,000	$54,670	$61,644	$65,350	$72,902	30
303.10 Assc Budget Dir	$44,952	$37,955	$43,769	$48,047	$53,258	15
304.00 Chief Plan-Budgt Off	$77,808	$57,000	$75,000	$80,615	$83,100	5
305.00 General Counsel	$82,879	$66,432	$76,507	$89,000	$95,800	22
305.10 Staff Attorneys	$48,260	$41,375	$45,095	$51,490	$60,125	15
306.00 Chf Personnel/HR Off	$65,596	$56,023	$61,500	$68,563	$77,124	40
306.10 Assc Dir Pers/HR	$47,886	$40,700	$44,300	$48,550	$55,600	24
306.20 Manager Benefits	$35,115	$30,105	$33,480	$38,271	$43,331	32
306.30 Manager Training-Dev	$37,140	$31,680	$35,786	$38,195	$43,600	18
306.40 Manager Empl Relatns	$38,000	$35,100	$37,470	$38,500	$42,500	11
306.50 Manager Labor Rel	$47,071	$38,928	$45,075	$47,250	$60,197	9
306.60 Manager Employment	$34,899	$30,000	$32,758	$36,288	$48,252	24
306.70 Mgr Wage-Sal/Mgr,Comp	$36,576	$29,500	$31,320	$38,600	$48,252	24
306.80 Mgr Personnel Inf Sys	$32,174	$28,070	$30,141	$36,589	$40,600	12
307.00 Dir AA/EEO	$54,060	$44,652	$51,902	$55,156	$61,950	35
307.10 Assc Dir AA/EEO	$32,700	$30,227	$32,259	$34,460	$43,470	15
309.00 Dir Computer Center	$77,800	$67,850	$75,150	$78,608	$84,504	35
309.10 Assc Dir Computer Ctr	$56,050	$49,775	$54,633	$61,405	$68,554	15
309.20 Data Base Admin	$47,516	$44,000	$45,542	$48,976	$55,369	17
309.30 Sys Analyst I-Hi	$41,178	$37,797	$39,377	$43,793	$46,424	30
309.40 Sys Analyst II-Lo	$34,460	$28,534	$33,120	$35,932	$38,343	25
309.50 Prog Analyst I-Hi	$35,120	$30,610	$32,700	$36,470	$38,604	38
309.60 Prog Analyst II-Lo	$26,413	$23,000	$25,792	$27,230	$30,139	35
310.00 Dir, Comp Ctr Opr/Ad	$62,500	$49,324	$56,592	$65,033	$71,600	19
310.10 Assc Dir Comp Ctr	$57,227	$51,380	$55,092	$62,595	$65,788	12
311.00 Dir Inform Systems	$58,100	$54,046	$56,766	$61,720	$67,785	15
312.00 Chf Phys Plnt/Fac	$67,235	$56,782	$63,215	$70,102	$79,300	40
312.10 Assc Dir Phys Plnt	$51,600	$44,663	$50,482	$53,162	$58,250	25
312.20 Mgr Landscape/Grds	$37,100	$31,680	$35,669	$37,996	$43,200	35

*denotes 3 cases or fewer

TABLE 14
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $93 - $191.8 MILLION

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.30 Mgr Bldg Mnt Trades	$38,406	$32,864	$35,817	$43,200	$48,650	32
312.40 Mgr Tech Trades	$41,110	$36,579	$38,899	$41,500	$46,374	21
312.50 Mgr Custodial Srv	$36,168	$29,580	$35,400	$38,436	$40,800	29
312.60 Mgr Power Plant	$41,665	$33,200	$41,075	$42,040	$50,627	21
313.00 Comptroller	$66,800	$60,000	$64,047	$68,000	$73,824	31
313.10 Manager Payroll	$34,736	$28,630	$33,192	$36,600	$40,209	39
314.00 Dir Accounting	$50,857	$44,544	$48,500	$52,200	$56,960	28
314.10 Staff Accountant-Hi	$32,382	$28,896	$30,000	$34,258	$37,650	32
314.20 Staff Accountant-Lo	$24,331	$22,149	$23,505	$26,055	$28,705	30
315.00 Bursar	$46,626	$40,822	$44,244	$49,000	$55,000	32
315.10 Assc Bursar	$34,296	$31,281	$32,700	$39,500	$42,198	17
316.00 Dir Purchasing	$50,000	$43,100	$46,505	$53,000	$59,800	39
316.10 Assc Dir Purchasing	$39,093	$34,500	$35,784	$40,000	$44,700	21
317.00 Dir Bookstore	$45,251	$39,000	$42,450	$46,505	$51,559	31
317.10 Assc Dir Bookstore	$31,102	$26,087	$28,665	$32,665	$37,965	14
318.00 Dir Internal Audit	$50,000	$44,544	$49,100	$51,000	$61,244	34
319.00 Dir Aux Services	$60,365	$49,397	$58,401	$61,200	$66,900	23
319.10 Mgr Mail Services	$30,156	$24,144	$28,553	$32,400	$34,391	31
320.00 Dir Campus Security	$51,796	$41,750	$49,004	$53,000	$58,300	42
321.00 Dir Risk Mgt/Ins	$51,900	$37,210	$47,281	$52,726	$57,350	17
322.00 Admin Hosp Med Ctr	$63,200	$52,138	$58,738	$78,945	$127,345	5
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	1
322.20 Dir Med Ctr Pers	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$87,825	$69,371	$78,100	$89,970	$97,500	27
401.10 Dir Annual Giving	$40,891	$34,836	$38,000	$41,477	$58,682	22
401.20 Dir Corp/Fndtn Rel	$46,558	$41,806	$44,844	$54,800	$58,000	22
401.30 Coord Res Dev	$35,000	$30,507	$33,237	$35,675	$42,728	15
401.40 Dir Estate Pln	$51,688	$48,700	$51,404	$52,275	$67,600	14
402.00 Chf Public Rel Off	$67,400	$57,400	$64,003	$70,000	$83,762	22
402.10 Dir Gov/Leg Rel	$69,050	$51,055	$60,000	$75,500	$79,500	16
403.00 Chf Dev/Pub Rel Off	$90,000	$81,400	$87,192	$93,769	$103,250	13
404.00 Dir Alumni Affairs	$48,908	$40,092	$47,100	$52,500	$62,000	39
405.00 Dir Dev/Alumni Aff	$64,360	$46,540	$57,566	$64,885	$71,436	7
406.00 Dir Spec/Defer Gifts	$50,050	$42,866	$50,000	$50,100	$58,250	6
408.00 Dir Community Serv	$45,362	$40,000	$45,181	$47,599	$56,918	5
409.00 Dir Publications	$43,000	$38,500	$42,820	$44,550	$50,538	27
409.10 Assc Dir Publicatns	$30,287	$28,000	$28,920	$30,447	$34,409	11
409.20 Mgr Printing Srv	$38,600	$33,696	$36,864	$40,380	$42,800	34
410.00 Dir Info Office	$51,641	$44,954	$50,578	$54,522	$60,091	25
411.00 Dir News Bureau	$34,771	$27,400	$34,663	$37,888	$44,487	25
STUDENT SERVICES						
501.00 Chf Student Aff Off	$82,425	$72,545	$78,500	$84,238	$90,000	43
501.50 Dean of Students	$57,300	$47,229	$56,146	$61,880	$66,237	25
502.00 Chief Admissions Off	$61,759	$50,750	$57,775	$64,125	$68,538	35
502.10 Assc Dir Admissions	$37,780	$33,420	$36,571	$39,000	$44,385	39
502.20 Admissions Counselor	$22,919	$20,608	$21,780	$24,000	$27,242	29
502.30 Academic Advisor	$27,568	$24,167	$25,988	$28,130	$33,115	21
503.00 Dir.Adm & Registrar	$59,913	$50,000	$54,755	$65,070	$65,678	6
504.00 Registrar	$58,500	$47,304	$54,026	$61,423	$64,500	35
504.10 Assc Registrar	$41,750	$35,028	$40,800	$43,315	$45,863	28
504.20 Asst Registrar	$30,237	$25,000	$27,690	$31,163	$33,412	22
505.00 Dir Adm/Fin Aid	$79,120	$74,829	$76,075	$82,164	$82,509	4
506.00 Dir Student Fin Aid	$52,956	$46,209	$50,675	$55,377	$60,333	42
506.10 Assc Dir Std Fin Aid	$39,000	$33,532	$36,668	$40,001	$41,704	35
507.00 Dir Food Services	$49,795	$43,500	$49,000	$52,589	$60,000	23
507.10 Assc Dir Food Serv	$38,325	$34,384	$37,132	$39,072	$41,362	16
508.00 Dir Student Housing	$51,150	$43,954	$48,127	$53,600	$60,062	34
508.10 Assc Dir Std Housing	$41,211	$30,480	$34,140	$43,510	$44,820	21
508.20 Housing Off/Adm Opr	$36,000	$30,380	$32,500	$38,834	$41,200	27
508.30 Housing Off/Res Life	$36,590	$25,330	$30,457	$39,775	$44,956	22
509.00 Dir. Union/Std Act	$45,000	$36,447	$44,394	$45,500	$52,800	13
510.00 Dir Foreign Students	$38,662	$31,612	$35,318	$40,469	$48,690	30
511.00 Dir Student Union	$45,100	$37,992	$42,648	$45,646	$55,080	23
511.10 Assc Dir Std Union	$32,499	$28,000	$30,592	$34,750	$42,461	18
512.00 Dir Std Activities	$38,050	$30,239	$36,120	$42,000	$47,853	27
513.00 Dir Std Placement	$48,001	$41,150	$45,500	$49,124	$52,225	43
514.00 Dir Std Counseling	$55,000	$46,750	$52,650	$56,500	$62,218	37
514.10 Assc Dir Std Cnslg	$40,900	$32,004	$36,000	$41,990	$46,800	18
515.00 Dir Std Hlth-Physicn	$81,486	$71,675	$79,044	$83,164	$97,991	29
516.00 Dir Std Hlth-Nurse	$38,844	$32,714	$37,550	$39,270	$43,269	13
517.00 Dir Campus Ministries	$52,000	$36,762	$44,512	$53,760	$56,897	5
518.00 Dir Athletics	$74,500	$65,835	$72,400	$81,000	$86,520	39
519.00 Dir Sports Info	$33,474	$27,000	$32,000	$36,048	$40,496	37
520.00 Dir Athletics/Men	$44,500	$41,861	$43,441	$53,450	$68,200	5
521.00 Dir Athletics/Women	$44,940	$40,300	$44,595	$46,000	$50,000	11
522.00 Dir Campus Rec	$41,743	$31,423	$37,625	$47,030	$49,269	30
523.00 Chief Enrollment Mgmt	$68,702	$52,509	$65,100	$70,000	$76,701	11
524.00 Dir Minority Affairs	$42,500	$37,500	$40,286	$47,200	$53,144	17
525.00 Dir Conferences	$40,211	$34,000	$39,534	$41,628	$50,840	18

*denotes 3 cases or fewer

TABLE 15
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $191.8 - $330.8 MILLION

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$139,775	$120,000	$126,990	$149,800	$159,990	12
101.10 Asst to CEO/System	$68,653	$40,000	$60,606	$76,700	$81,500	5
102.00 CEO / Single Inst	$147,620	$120,500	$137,000	$152,000	$212,000	28
102.10 Asst to CEO/Single	$65,000	$47,000	$60,500	$70,600	$90,000	23
103.00 Exec Vice Pres	$119,102	$90,250	$107,050	$129,702	$154,353	10
ACADEMIC						
201.00 Chief Acad Off	$118,650	$101,000	$113,600	$125,000	$145,000	37
202.00 Chf Hlth Prof Off	$189,660	$98,446	$156,000	$193,500	$215,250	9
203.00 Dir Library Serv	$87,000	$76,728	$82,488	$89,700	$97,200	39
203.10 Circulatn Librarian	$35,249	$29,850	$34,000	$37,702	$42,900	26
203.20 Acquistns Librarian	$40,686	$35,681	$38,066	$42,360	$45,500	31
203.30 Tech Serv Librarian	$51,437	$43,644	$50,098	$52,500	$56,504	23
203.40 Public Serv Librarian	$51,900	$45,684	$51,000	$54,816	$61,500	23
203.50 Reference Librarian	$42,381	$34,890	$39,781	$44,307	$47,265	25
204.00 Dir Instit Research	$59,000	$50,000	$55,000	$60,833	$64,600	33
204.10 Assc Dir Inst Res	$42,675	$40,800	$41,756	$45,431	$55,800	12
205.00 Dir Educ Media Serv	$55,283	$43,291	$51,000	$55,813	$65,500	21
206.00 Dir Learning Res Ctr	$51,900	$44,850	$49,726	$53,748	$58,299	17
207.00 Dir Internatl Std Ed	$69,617	$52,237	$64,128	$73,658	$85,325	20
208.00 Dir Comp Ctr,Opr/Acad	$74,292	$62,523	$69,857	$79,200	$92,000	26
208.10 Assc Dir CC Opr/Acad	$53,459	$42,000	$48,233	$57,699	$62,000	12
209.00 Admn,Grants-Contract	$62,700	$45,360	$55,658	$65,000	$74,848	33
210.00 Dean,Architecture	$85,755	$79,700	$82,000	$88,178	$100,548	16
211.00 Dean,Agriculture	$96,495	$84,700	$93,924	$98,200	$108,192	19
212.00 Dean,Arts & Letters	$87,954	$82,200	$87,000	$88,908	$108,800	8
213.00 Dean,Arts & Sciences	$97,500	$90,000	$93,259	$101,250	$106,000	23
214.00 Dean,Business	$107,000	$95,950	$105,000	$109,880	$131,988	35
215.00 Dean,Communications	$83,054	$75,400	$81,159	$84,728	$92,000	9
216.00 Dean,Continuing Ed	$76,661	$64,400	$75,590	$80,112	$90,350	20
217.00 Dean,Dentistry	$125,000	$116,611	$118,000	$132,000	$137,500	8
218.00 Dean,Education	$90,650	$81,235	$88,700	$94,548	$100,000	31
219.00 Dean,Engineering	$112,363	$99,228	$110,000	$115,000	$121,400	33
221.00 Dean,Extension	$85,866	$79,000	$84,000	$89,045	$91,446	11
222.00 Dean,Fine Arts	$87,500	$79,500	$84,015	$88,100	$100,000	9
223.00 Dean,Graduate Program	$92,250	$80,800	$88,500	$95,000	$102,400	32
224.00 Dean,Hlth-Rltd Prof	$91,428	$85,392	$89,000	$93,855	$95,000	6
225.00 Dean,Home Economics	$83,514	$79,100	$82,000	$90,000	$95,000	16
226.00 Dean,Humanities	$97,132	$84,307	$88,884	$105,379	$107,898	6
227.00 Dean,Instruction	*	*	*	*	*	1
228.00 Dean,Law	$125,327	$110,775	$120,500	$131,000	$141,000	22
229.00 Dean,Lib & Inf Sci	$84,156	$67,500	$78,312	$90,000	$92,103	6
230.00 Dean,Mathematics	*	*	*	*	*	2
231.00 Dean,Medicine	$182,000	$150,000	$173,000	$183,700	$210,000	13
232.00 Dean,Music	$89,342	$79,500	$80,700	$97,983	$120,000	4
233.00 Dean,Nursing	$81,790	$78,549	$81,132	$84,000	$90,000	18
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	3
235.00 Dean,Pharmacy	$97,600	$88,000	$97,308	$103,209	$116,000	9
236.00 Dean,Public Health	*	*	*	*	*	3
237.00 Dean,Sciences	$100,400	$84,576	$97,812	$102,120	$109,010	13
238.00 Dean,Social Sciences	$99,025	$88,440	$98,984	$99,066	$115,000	8
239.00 Dean,Social Work	$90,250	$78,054	$88,500	$99,050	$102,000	13
240.00 Dean,Special Programs	*	*	*	*	*	1
241.00 Dean,Undergrad Prog	$77,473	$69,000	$76,000	$78,945	$88,329	8
242.00 Dean,Veterinary Sci	$105,554	$88,814	$99,054	$106,700	$111,070	10
ADMINISTRATIVE						
301.00 Chief Business Off	$99,796	$93,074	$98,000	$104,000	$125,000	28
301.01 Chief Admin Off	$106,000	$90,786	$105,000	$107,000	$109,500	9
301.02 Chief Financial Off	$87,350	$68,300	$81,500	$95,060	$103,000	19
301.10 Dir Health & Safety	$57,520	$43,140	$49,076	$62,760	$69,743	29
301.20 Dir Telecommunic	$55,020	$46,820	$52,300	$64,502	$75,418	34
302.00 Chief Planning Off	$85,635	$68,000	$82,320	$88,950	$101,000	9
303.00 Chief Budgeting Off	$61,250	$51,749	$56,000	$64,565	$76,617	25
303.10 Assc Budget Dir	$51,275	$41,203	$49,680	$61,656	$72,238	14
304.00 Chief Plan-Budgt Off	$76,450	$63,964	$68,800	$80,000	$90,300	14
305.00 General Counsel	$79,162	$71,433	$75,600	$83,500	$101,600	24
305.10 Staff Attorneys	$50,873	$39,999	$45,000	$52,000	$56,100	16
306.00 Chf Personnel/HR Off	$69,550	$57,637	$64,677	$75,000	$86,000	38
306.10 Assc Dir Pers/HR	$50,004	$39,710	$48,240	$54,340	$62,291	17
306.20 Manager Benefits	$40,731	$30,361	$38,750	$42,450	$46,117	30
306.30 Manager Training-Dev	$34,000	$30,888	$33,064	$35,750	$42,163	23
306.40 Manager Empl Relatns	$38,977	$35,400	$38,617	$41,012	$48,025	10
306.50 Manager Labor Rel	$53,178	$48,746	$52,825	$53,530	$66,500	8
306.60 Manager Employment	$37,615	$26,921	$33,511	$39,638	$46,265	31
306.70 Mgr Wage-Sal/Mgr,Comp	$38,800	$32,107	$37,440	$40,000	$47,808	29
306.80 Mgr Personnel Inf Sys	$34,649	$30,451	$33,525	$36,400	$47,023	16
307.00 Dir AA/EEO	$59,050	$43,100	$50,600	$63,200	$70,256	34
307.10 Assc Dir AA/EEO	$39,084	$30,000	$35,523	$42,000	$46,010	12
308.00 Dir Pers-AA	*	*	*	*	*	1
309.00 Dir Computer Center	$78,155	$67,320	$76,000	$80,000	$101,182	29
309.10 Assc Dir Computer Ctr	$58,429	$53,301	$56,000	$64,200	$69,310	12
309.20 Data Base Admin	$49,361	$42,981	$47,428	$51,291	$55,350	20
309.30 Sys Analyst I-Hi	$43,194	$38,744	$41,100	$43,885	$45,885	21
309.40 Sys Analyst II-Lo	$34,948	$29,866	$33,532	$35,659	$39,710	21
309.50 Prog Analyst I-Hi	$33,424	$28,215	$31,402	$36,645	$39,458	32
309.60 Prog Analyst II-Lo	$25,720	$22,969	$25,460	$26,936	$31,233	28
310.00 Dir, Comp Ctr Opr/Ad	$62,500	$58,130	$61,000	$67,000	$82,296	19
310.10 Assc Dir Comp Ctr	$54,756	$47,459	$54,100	$55,668	$62,200	9
311.00 Dir Inform Systems	$61,038	$56,407	$59,437	$70,300	$77,000	22

*denotes 3 cases or fewer

BEST COPY AVAILABLE

TABLE 15
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $191.8 - $330.8 MILLION

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.00 Chf Phys Plnt/Fac	$74,298	$63,500	$73,000	$75,800	$85,000	38
312.10 Assc Dir Phys Plnt	$54,975	$47,959	$53,217	$57,346	$64,282	30
312.20 Mgr Landscape/Grds	$39,576	$34,317	$38,160	$42,073	$44,844	35
312.30 Mgr Bldg Mnt Trades	$41,616	$34,577	$38,438	$45,171	$49,163	25
312.40 Mgr Tech Trades	$37,808	$33,019	$36,133	$39,519	$44,952	12
312.50 Mgr Custodial Srv	$38,911	$33,164	$36,200	$39,600	$43,360	32
312.60 Mgr Power Plant	$43,789	$36,033	$42,500	$45,891	$52,980	28
313.00 Comptroller	$77,080	$66,100	$71,500	$79,100	$94,000	28
313.10 Manager Payroll	$44,256	$36,150	$42,852	$45,700	$52,000	38
314.00 Dir Accounting	$52,600	$42,474	$49,884	$53,750	$60,000	31
314.10 Staff Accountant-Hi	$31,722	$27,747	$29,329	$33,509	$37,032	29
314.20 Staff Accountant-Lo	$24,414	$21,137	$23,635	$25,334	$27,717	31
315.00 Bursar	$46,560	$36,400	$43,293	$49,900	$53,606	26
315.10 Assc Bursar	$38,869	$26,775	$36,987	$39,312	$42,271	10
316.00 Dir Purchasing	$53,352	$46,908	$52,128	$56,116	$59,270	41
316.10 Assc Dir Purchasing	$40,485	$34,060	$39,199	$41,952	$47,560	20
317.00 Dir Bookstore	$46,700	$40,930	$42,587	$48,640	$57,432	25
317.10 Assc Dir Bookstore	$34,409	$28,778	$33,163	$37,571	$43,757	15
318.00 Dir Internal Audit	$61,500	$48,663	$55,500	$64,500	$72,912	31
319.00 Dir Aux Services	$63,974	$57,602	$62,919	$69,300	$84,270	20
319.10 Mgr Mail Services	$31,476	$27,580	$30,323	$31,920	$34,970	33
320.00 Dir Campus Security	$51,982	$42,504	$49,141	$55,224	$61,400	38
321.00 Dir Risk Mgt/Ins	$49,007	$41,375	$47,532	$52,300	$67,200	20
322.00 Admin Hosp Med Ctr	$140,031	$74,222	$128,041	$149,725	$175,708	10
322.10 Dir Med Ctr Pub Rel	$49,000	$46,481	$47,000	$51,000	$65,200	6
322.20 Dir Med Ctr Pers	*	*	*	*	*	3
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$96,000	$66,648	$89,372	$101,900	$113,000	26
401.10 Dir Annual Giving	$42,207	$34,008	$37,837	$47,962	$51,000	22
401.20 Dir Corp/Fndtn Rel	$56,618	$45,980	$52,592	$58,000	$66,450	24
401.30 Coord Res Dev	$37,790	$26,610	$36,940	$38,000	$44,550	13
401.40 Dir Estate Pln	$61,475	$49,200	$58,752	$65,000	$72,345	12
402.00 Chf Public Rel Off	$69,262	$58,763	$67,800	$73,800	$93,000	28
402.10 Dir Gov/Leg Rel	$65,800	$50,784	$60,896	$73,794	$79,500	19
403.00 Chf Dev/Pub Rel Off	$102,873	$82,326	$91,273	$114,183	$147,500	10
404.00 Dir Alumni Affairs	$60,320	$50,000	$57,720	$63,000	$72,223	33
405.00 Dir Dev/Alumni Aff	$80,000	$66,875	$76,875	$85,050	$98,935	5
406.00 Dir Spec/Defer Gifts	$54,343	$47,931	$49,750	$59,000	$65,000	12
407.00 Dir Church Relations	*	*	*	*	*	1
408.00 Dir Community Serv	$62,052	$36,630	$51,766	$62,486	$76,876	5
409.00 Dir Publications	$45,402	$36,800	$43,000	$49,686	$58,500	32
409.10 Assc Dir Publicatns	$33,797	$27,578	$30,048	$34,418	$35,481	9
409.20 Mgr Printing Srv	$40,718	$36,060	$39,100	$44,100	$51,257	26
410.00 Dir Info Office	$58,378	$49,006	$52,114	$60,000	$70,000	18
411.00 Dir News Bureau	$42,786	$36,986	$41,065	$43,500	$48,603	13
STUDENT SERVICES						
501.00 Chf Student Aff Off	$88,000	$81,510	$87,100	$91,300	$98,000	38
501.50 Dean of Students	$58,973	$55,000	$58,060	$62,352	$67,600	21
502.00 Chief Admissions Off	$59,266	$48,984	$55,238	$61,700	$73,578	33
502.10 Assc Dir Admissions	$38,205	$32,833	$35,471	$40,204	$45,800	34
502.20 Admissions Counselor	$26,465	$20,727	$25,073	$27,831	$30,378	22
502.30 Academic Advisor	$24,377	$19,952	$22,903	$25,501	$42,479	17
503.00 Dir.Adm & Registrar	$69,171	$65,000	$68,542	$69,342	$78,393	10
504.00 Registrar	$55,554	$48,000	$54,750	$57,772	$61,600	36
504.10 Assc Registrar	$40,775	$36,322	$39,637	$44,112	$49,311	25
504.20 Asst Registrar	$32,083	$28,823	$31,738	$32,736	$36,095	23
505.00 Dir Adm/Fin Aid	$82,750	$65,775	$74,925	$85,367	$95,492	5
506.00 Dir Student Fin Aid	$57,121	$49,228	$53,000	$59,350	$62,800	38
506.10 Assc Dir Std Fin Aid	$38,906	$33,350	$37,250	$40,306	$43,200	36
507.00 Dir Food Services	$57,602	$45,375	$53,490	$59,239	$67,350	25
507.10 Assc Dir Food Serv	$47,092	$37,800	$41,220	$47,893	$50,960	12
508.00 Dir Student Housing	$54,750	$47,000	$53,320	$57,423	$64,400	38
508.10 Assc Dir Std Housing	$41,340	$32,684	$40,175	$42,469	$52,700	17
508.20 Housing Off/Adm Opr	$40,250	$32,015	$38,268	$42,447	$49,518	20
508.30 Housing Off/Res Life	$39,290	$28,793	$35,000	$40,812	$47,008	23
509.00 Dir. Union/Std Act	$53,604	$45,630	$50,315	$56,892	$60,100	8
510.00 Dir Foreign Students	$43,224	$38,725	$40,500	$43,925	$52,921	20
511.00 Dir Student Union	$48,388	$41,150	$43,700	$53,318	$60,100	27
511.10 Assc Dir Std Union	$34,998	$28,735	$32,650	$39,250	$42,317	12
512.00 Dir Std Activities	$42,000	$32,205	$39,040	$43,870	$48,442	23
513.00 Dir Std Placement	$50,424	$44,400	$49,024	$53,747	$60,969	37
514.00 Dir Std Counseling	$56,500	$46,115	$53,507	$59,600	$65,651	37
514.10 Assc Dir Std Cnslg	$44,064	$40,750	$43,248	$44,900	$53,099	17
515.00 Dir Std Hlth-Physicn	$76,105	$68,849	$74,316	$79,530	$95,300	28
516.00 Dir Std Hlth-Nurse	$40,483	$38,850	$39,760	$41,707	$47,700	12
517.00 Dir Campus Ministries	$52,200	$37,584	$51,400	$53,000	$59,360	7
518.00 Dir Athletics	$88,000	$78,110	$85,000	$91,000	$105,012	40
519.00 Dir Sports Info	$34,000	$28,950	$33,529	$36,400	$45,492	34
520.00 Dir Athletics/Men	*	*	*	*	*	2
521.00 Dir Athletics/Women	$47,200	$39,549	$45,923	$49,520	$57,997	5
522.00 Dir Campus Rec	$47,566	$34,434	$43,175	$49,196	$53,412	32
523.00 Chief Enrollment Mgmt	$67,410	$55,262	$67,382	$68,418	$74,463	5
524.00 Dir Minority Affairs	$43,438	$37,850	$42,500	$49,000	$55,398	16
525.00 Dir Conferences	$46,327	$38,724	$44,820	$49,129	$55,044	18

*denotes 3 cases or fewer

BEST COPY AVAILABLE

TABLE 16
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $330.8 MILLION OR MORE

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$159,795	$142,730	$155,895	$166,420	$219,500	10
101.10 Asst to CEO/System	$75,375	$54,000	$72,000	$78,750	$90,000	8
102.00 CEO / Single Inst	$142,689	$118,000	$135,000	$150,000	$170,000	23
102.10 Asst to CEO/Single	$64,750	$56,200	$63,750	$74,200	$85,068	15
103.00 Exec Vice Pres	$125,000	$76,562	$115,000	$135,000	$168,000	7
ACADEMIC						
201.00 Chief Acad Off	$131,940	$115,000	$126,140	$139,000	$155,500	36
202.00 Chf Hlth Prof Off	$198,300	$108,500	$140,756	$212,100	$297,000	21
203.00 Dir Library Serv	$91,024	$78,255	$86,300	$95,775	$104,150	31
203.10 Circulatn Librarian	$38,523	$33,900	$37,080	$41,250	$44,204	32
203.20 Acquistns Librarian	$44,000	$37,250	$40,927	$44,821	$49,593	30
203.30 Tech Serv Librarian	$56,425	$51,725	$53,558	$58,884	$66,962	25
203.40 Public Serv Librarian	$58,620	$49,920	$56,425	$60,837	$62,430	21
203.50 Reference Librarian	$42,087	$38,700	$41,396	$45,138	$50,163	25
204.00 Dir Instit Research	$61,000	$55,886	$60,000	$61,770	$67,000	23
204.10 Assc Dir Inst Res	$47,070	$37,693	$46,294	$47,550	$52,340	11
205.00 Dir Educ Media Serv	$58,800	$47,500	$56,289	$60,000	$66,070	17
206.00 Dir Learning Res Ctr	$53,595	$46,871	$50,746	$58,600	$75,100	12
207.00 Dir Internatl Std Ed	$80,250	$45,691	$66,166	$81,620	$95,850	15
208.00 Dir Comp Ctr,Opr/Acad	$74,520	$60,024	$63,432	$75,730	$94,000	26
208.10 Assc Dir CC Opr/Acad	$65,685	$47,394	$58,226	$70,392	$77,800	20
209.00 Admn.Grants-Contract	$76,000	$64,798	$73,671	$83,701	$88,896	35
210.00 Dean,Architecture	$100,975	$90,300	$97,060	$102,204	$110,000	19
211.00 Dean,Agriculture	$114,550	$108,650	$112,997	$116,000	$139,000	12
212.00 Dean,Arts & Letters	$112,450	$103,300	$106,900	$118,000	$131,100	5
213.00 Dean,Arts & Sciences	$113,560	$100,516	$110,000	$121,000	$140,000	23
214.00 Dean,Business	$131,100	$111,825	$122,500	$137,000	$150,000	31
215.00 Dean,Communications	$100,000	$89,500	$97,500	$101,000	$108,700	13
216.00 Dean,Continuing Ed	$85,900	$69,188	$78,550	$90,998	$102,000	25
217.00 Dean,Dentistry	$128,000	$115,000	$118,440	$139,100	$144,000	11
218.00 Dean,Education	$99,733	$89,250	$96,700	$102,500	$111,000	32
219.00 Dean,Engineering	$122,900	$105,199	$120,825	$127,694	$150,150	31
221.00 Dean,Extension	$97,440	$83,655	$92,400	$102,480	$102,800	6
222.00 Dean,Fine Arts	$90,000	$80,000	$88,718	$99,000	$106,320	13
223.00 Dean,Graduate Program	$104,850	$84,300	$100,000	$109,000	$115,000	27
224.00 Dean,Hlth-Rltd Prof	$99,478	$79,300	$90,956	$108,000	$110,250	6
225.00 Dean,Home Economics	$97,550	$93,110	$97,100	$98,000	$104,600	8
226.00 Dean,Humanities	$101,700	$82,640	$95,226	$102,798	$102,840	7
227.00 Dean,Instruction	*	*	*	*	*	1
228.00 Dean,Law	$135,000	$115,400	$131,310	$138,750	$155,503	25
229.00 Dean,Lib & Inf Sci	$93,305	$84,000	$92,900	$95,000	$102,450	11
230.00 Dean,Mathematics	$91,537	$80,000	$88,978	$94,095	$124,320	4
231.00 Dean,Medicine	$186,000	$128,450	$171,652	$207,727	$233,500	25
232.00 Dean,Music	$98,238	$74,578	$91,625	$100,488	$110,220	10
233.00 Dean,Nursing	$102,240	$91,800	$99,514	$105,000	$111,830	23
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	2
235.00 Dean,Pharmacy	$109,922	$104,300	$106,100	$114,000	$133,000	14
236.00 Dean,Public Health	$135,402	$128,600	$134,541	$135,786	$200,000	7
237.00 Dean,Sciences	$111,032	$100,516	$105,800	$116,500	$118,000	11
238.00 Dean,Social Sciences	$100,863	$84,000	$95,226	$106,500	$116,300	8
239.00 Dean,Social Work	$91,680	$83,000	$90,614	$94,050	$107,100	15
240.00 Dean,Special Programs	*	*	*	*	*	2
241.00 Dean,Undergrad Prog	$85,500	$76,111	$85,471	$92,750	$127,500	5
242.00 Dean,Veterinary Sci	$114,500	$104,900	$106,525	$115,000	$138,000	9
ADMINISTRATIVE						
301.00 Chief Business Off	$111,900	$95,800	$110,000	$113,600	$136,500	28
301.01 Chief Admin Off	$105,000	$92,598	$96,844	$110,500	$118,384	10
301.02 Chief Financial Off	$93,000	$70,035	$90,000	$103,616	$142,500	13
301.10 Dir Health & Safety	$64,400	$52,501	$59,726	$65,677	$72,343	35
301.20 Dir Telecommunic	$59,690	$49,066	$58,000	$64,790	$77,000	32
302.00 Chief Planning Off	$69,156	$60,535	$68,006	$80,012	$102,130	10
303.00 Chief Budgeting Off	$70,324	$62,500	$66,885	$79,400	$86,000	28
303.10 Assc Budget Dir	$57,009	$44,014	$48,300	$60,763	$66,000	22
304.00 Chief Plan-Budgt Off	$110,000	$85,770	$92,000	$110,000	$112,200	12
305.00 General Counsel	$92,600	$86,884	$90,500	$95,060	$115,500	28
305.10 Staff Attorneys	$60,583	$50,590	$57,000	$66,075	$78,500	23
306.00 Chf Personnel/HR Off	$77,946	$65,000	$72,000	$84,750	$96,500	33
306.10 Assc Dir Pers/HR	$55,230	$47,300	$51,500	$61,701	$70,800	22
306.20 Manager Benefits	$47,412	$42,754	$45,440	$48,938	$55,680	35
306.30 Manager Training-Dev	$42,000	$35,113	$41,523	$43,933	$48,670	25
306.40 Manager Empl Relatns	$42,073	$36,231	$37,852	$45,768	$53,721	16
306.50 Manager Labor Rel	$49,834	$45,665	$46,588	$54,026	$76,830	10
306.60 Manager Employment	$43,500	$33,154	$41,200	$46,933	$50,004	32
306.70 Mgr Wage-Sal/Mgr,Comp	$42,800	$36,367	$41,710	$45,687	$48,913	25
306.80 Mgr Personnel Inf Sys	$44,508	$37,866	$43,647	$45,394	$50,000	18
307.00 Dir AA/EEO	$57,200	$51,850	$54,461	$64,707	$75,700	31
307.10 Assc Dir AA/EEO	$40,664	$34,280	$40,000	$43,182	$48,108	14
308.00 Dir Pers-AA	*	*	*	*	*	1
309.00 Dir Computer Center	$84,000	$66,900	$81,150	$96,003	$110,000	21
309.10 Assc Dir Computer Ctr	$76,000	$60,850	$75,540	$80,190	$84,000	13
309.20 Data Base Admin	$51,000	$41,200	$48,491	$52,105	$60,350	19
309.30 Sys Analyst I-Hi	$42,551	$36,315	$42,059	$43,400	$48,537	28
309.40 Sys Analyst II-Lo	$33,228	$28,765	$31,912	$34,808	$37,597	25
309.50 Prog Analyst I-Hi	$36,652	$29,864	$33,221	$38,010	$47,381	34
309.60 Prog Analyst II-Lo	$27,316	$25,308	$26,554	$28,585	$31,641	31
310.00 Dir, Comp Ctr Opr/Ad	$75,350	$62,435	$71,000	$77,541	$86,617	27
310.10 Assc Dir Comp Ctr	$66,250	$55,000	$63,100	$67,726	$73,600	14
311.00 Dir Inform Systems	$69,000	$58,726	$63,076	$80,000	$104,226	17

*denotes 3 cases or fewer

TABLE 16
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $330.8 MILLION OR MORE

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.00 Chf Phys Plnt/Fac	$79,972	$70,000	$75,558	$82,690	$93,400	37
312.10 Asst Dir Phys Plnt	$62,625	$55,500	$60,021	$64,244	$77,600	28
312.20 Mgr Landscape/Grds	$44,080	$35,331	$41,640	$44,500	$55,442	33
312.30 Mgr Bldg Mnt Trades	$52,293	$45,000	$49,500	$54,028	$57,495	28
312.40 Mgr Tech Trades	$50,400	$42,607	$48,433	$52,116	$63,000	14
312.50 Mgr Custodial Srv	$43,400	$35,100	$39,166	$46,620	$51,045	34
312.60 Mgr Power Plant	$50,121	$37,320	$47,608	$52,000	$58,128	28
313.00 Comptroller	$82,000	$66,712	$80,425	$85,000	$89,500	35
313.10 Manager Payroll	$48,700	$39,650	$46,000	$50,500	$57,600	38
314.00 Dir Accounting	$56,850	$49,141	$55,290	$59,060	$69,750	28
314.10 Staff Accountant-Hi	$33,153	$28,571	$31,623	$34,292	$42,295	31
314.20 Staff Accountant-Lo	$24,668	$22,656	$23,600	$25,348	$27,700	32
315.00 Bursar	$54,700	$42,994	$52,487	$56,004	$64,170	18
315.10 Assc Bursar	$39,150	$35,400	$38,900	$39,400	$45,338	8
316.00 Dir Purchasing	$62,675	$52,000	$59,350	$64,750	$74,449	37
316.10 Assc Dir Purchasing	$47,492	$42,108	$45,120	$48,700	$55,106	26
317.00 Dir Bookstore	$51,000	$44,701	$48,991	$53,000	$56,800	27
317.10 Assc Dir Bookstore	$36,654	$31,680	$36,300	$41,300	$47,200	11
318.00 Dir Internal Audit	$64,500	$52,200	$60,000	$65,652	$77,420	37
319.00 Dir Aux Services	$73,750	$61,600	$69,972	$74,684	$79,100	21
319.10 Mgr Mail Services	$29,659	$27,100	$29,049	$30,777	$40,000	32
320.00 Dir Campus Security	$59,853	$53,000	$57,616	$63,200	$71,073	38
321.00 Dir Risk Mgt/Ins	$56,306	$49,735	$54,854	$59,150	$66,518	30
322.00 Admin Hosp Med Ctr	$139,089	$100,300	$135,240	$143,794	$190,100	13
322.10 Dir Med Ctr Pub Rel	$58,020	$45,950	$55,775	$61,000	$85,000	18
322.20 Dir Med Ctr Pers	$57,860	$48,600	$57,000	$69,000	$83,719	14
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$95,648	$82,700	$91,880	$107,000	$125,000	26
401.10 Dir Annual Giving	$50,496	$37,740	$49,459	$54,000	$65,000	23
401.20 Dir Corp/Fndtn Rel	$56,822	$36,983	$50,880	$62,085	$77,276	24
401.30 Coord Res Dev	$42,253	$34,007	$38,330	$44,475	$52,800	12
401.40 Dir Estate Pln	$59,878	$46,196	$59,280	$62,025	$73,896	11
402.00 Chf Public Rel Off	$87,500	$72,000	$80,800	$95,400	$110,000	23
402.10 Dir Gov/Leg Rel	$83,400	$61,595	$71,559	$86,131	$98,980	25
403.00 Chf Dev/Pub Rel Off	$109,950	$101,400	$104,700	$117,600	$129,100	7
404.00 Dir Alumni Affairs	$71,500	$54,000	$65,312	$73,841	$79,500	27
405.00 Dir Dev/Alumni Aff	$74,750	$41,000	$74,500	$75,000	$80,885	4
406.00 Dir Spec/Defer Gifts	$60,240	$50,175	$59,250	$62,261	$81,250	15
407.00 Dir Church Relations	*	*	*	*	*	1
408.00 Dir Community Serv	$66,992	$51,350	$58,040	$74,749	$79,496	11
409.00 Dir Publications	$48,472	$43,334	$47,065	$51,000	$58,508	29
409.10 Assc Dir Publicatns	$38,067	$32,009	$36,000	$43,200	$46,211	12
409.20 Mgr Printing Srv	$44,000	$36,850	$42,827	$49,292	$63,000	29
410.00 Dir Info Office	$57,876	$48,595	$55,495	$60,105	$70,000	19
411.00 Dir News Bureau	$48,442	$39,999	$43,610	$53,530	$64,890	14
STUDENT SERVICES						
501.00 Chf Student Aff Off	$96,329	$89,000	$94,168	$98,785	$105,360	32
501.50 Dean of Students	$66,652	$58,989	$64,500	$70,000	$82,600	14
502.00 Chief Admissions Off	$66,960	$53,500	$62,850	$67,950	$81,850	33
502.10 Assc Dir Admissions	$43,195	$36,484	$40,134	$46,172	$54,605	30
502.20 Admissions Counselor	$24,712	$22,800	$24,081	$27,132	$38,410	27
502.30 Academic Advisor	$28,013	$24,178	$25,823	$28,594	$31,382	18
503.00 Dir.Adm & Registrar	$75,573	$53,970	$71,456	$81,053	$87,766	5
504.00 Registrar	$65,800	$57,000	$63,024	$67,600	$70,000	37
504.10 Assc Registrar	$46,209	$38,479	$43,821	$49,223	$55,155	32
504.20 Asst Registrar	$34,767	$29,440	$33,088	$37,900	$42,973	31
505.00 Dir Adm/Fin Aid	*	*	*	*	*	2
506.00 Dir Student Fin Aid	$60,000	$50,648	$57,120	$63,300	$70,000	39
506.10 Assc Dir Std Fin Aid	$41,377	$34,979	$40,457	$43,292	$54,250	30
507.00 Dir Food Services	$61,000	$51,533	$56,700	$66,780	$68,163	19
507.10 Assc Dir Food Serv	$47,155	$37,000	$44,100	$52,606	$61,217	14
508.00 Dir Student Housing	$61,500	$46,887	$59,280	$67,000	$78,200	28
508.10 Assc Dir Std Housing	$44,162	$34,700	$40,513	$52,000	$60,120	22
508.20 Housing Off/Adm Opr	$46,804	$39,400	$44,900	$48,100	$51,700	18
508.30 Housing Off/Res Life	$41,361	$36,153	$38,350	$44,900	$53,600	16
509.00 Dir, Union/Std Act	$54,500	$48,455	$53,500	$55,219	$70,500	9
510.00 Dir Foreign Students	$48,038	$36,831	$45,500	$49,650	$54,000	28
511.00 Dir Student Union	$57,044	$47,042	$53,413	$59,305	$68,184	25
511.10 Assc Dir Std Union	$40,309	$31,380	$35,933	$45,739	$53,825	20
512.00 Dir Std Activities	$54,859	$42,806	$52,572	$62,192	$64,500	18
513.00 Dir Std Placement	$55,330	$43,700	$52,530	$56,594	$63,446	36
514.00 Dir Std Counseling	$62,175	$47,000	$56,820	$64,700	$69,000	33
514.10 Assc Dir Std Cnslg	$48,000	$39,120	$44,310	$49,100	$51,940	17
515.00 Dir Std Hlth-Physicn	$92,604	$78,000	$88,290	$102,702	$112,000	36
516.00 Dir Std Hlth-Nurse	$47,146	$38,962	$43,153	$47,608	$59,683	13
517.00 Dir Campus Ministries	$62,750	$33,983	$49,058	$70,938	$89,025	5
518.00 Dir Athletics	$100,500	$81,900	$98,280	$105,000	$117,399	27
519.00 Dir Sports Info	$39,720	$32,865	$38,000	$43,956	$47,550	33
520.00 Dir Athletics/Men	$67,397	$49,826	$60,016	$72,520	$112,425	10
521.00 Dir Athletics/Women	$52,452	$42,500	$50,000	$53,340	$63,240	16
522.00 Dir Campus Rec	$52,056	$42,317	$49,105	$54,384	$60,367	28
523.00 Chief Enrollment Mgmt	*	*	*	*	*	2
524.00 Dir Minority Affairs	$42,204	$36,050	$37,607	$54,000	$63,889	11
525.00 Dir Conferences	$51,777	$42,210	$48,000	$53,680	$60,000	19

*denotes 3 cases or fewer

TABLE 17
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $24 MILLION OR LESS

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$83,543	$75,000	$82,772	$95,000	$97,812	7
101.10 Asst to CEO/System	*	*	*	*	*	1
102.00 CEO / Single Inst	$89,571	$73,045	$85,000	$95,000	$105,500	67
102.10 Asst to CEO/Single	$41,980	$28,020	$39,135	$50,307	$57,350	25
103.00 Exec Vice Pres	$68,076	$55,000	$67,000	$75,205	$81,000	9
ACADEMIC						
201.00 Chief Acad Off	$70,000	$53,000	$66,075	$72,951	$78,543	65
202.00 Chf Hlth Prof Off	*	*	*	*	*	1
203.00 Dir Library Serv	$42,977	$32,547	$39,644	$46,032	$52,264	65
203.10 Circulatn Librarian	$24,596	$21,320	$23,148	$25,400	$30,453	26
203.20 Acquistns Librarian	$27,508	$19,670	$26,732	$28,669	$31,900	28
203.30 Tech Serv Librarian	$30,326	$23,730	$28,323	$32,422	$36,649	38
203.40 Public Serv Librarian	$30,904	$23,207	$27,994	$31,017	$34,136	23
203.50 Reference Librarian	$27,125	$23,747	$26,300	$28,532	$30,976	41
204.00 Dir Instit Research	$39,790	$30,000	$39,376	$41,000	$52,000	23
204.10 Assc Dir Inst Res	*	*	*	*	*	2
205.00 Dir Educ Media Serv	$29,583	$23,200	$26,000	$31,809	$37,776	22
206.00 Dir Learning Res Ctr	$31,270	$26,400	$30,186	$32,323	$40,565	23
207.00 Dir Internatl Std Ed	$36,404	$22,386	$33,305	$40,600	$48,400	14
208.00 Dir Comp Ctr,Opr/Acad	$36,949	$31,910	$35,000	$39,676	$51,347	30
208.10 Assc Dir CC Opr/Acad	$32,112	$24,791	$28,700	$33,260	$40,192	9
209.00 Admn,Grants-Contract	$36,500	$26,420	$34,782	$42,400	$48,595	19
212.00 Dean,Arts & Letters	$54,140	$38,795	$51,420	$56,088	$62,000	9
213.00 Dean,Arts & Sciences	$61,700	$48,250	$61,000	$65,157	$75,315	23
214.00 Dean,Business	$61,292	$48,547	$57,750	$65,700	$71,400	32
215.00 Dean,Communications	*	*	*	*	*	2
216.00 Dean,Continuing Ed	$48,864	$34,200	$39,500	$52,501	$60,714	29
218.00 Dean,Education	$59,816	$45,945	$53,340	$61,534	$64,567	30
219.00 Dean,Engineering	$53,640	$47,245	$51,030	$60,377	$71,770	5
222.00 Dean,Fine Arts	$48,904	$41,264	$42,800	$50,718	$60,750	9
223.00 Dean,Graduate Program	$50,001	$40,500	$48,296	$55,000	$60,100	30
224.00 Dean,Hlth-Rltd Prof	*	*	*	*	*	3
226.00 Dean,Humanities	$49,993	$42,800	$47,702	$52,284	$54,881	6
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	3
230.00 Dean,Mathematics	$47,726	$37,876	$47,451	$48,000	$52,164	4
231.00 Dean,Medicine	*	*	*	*	*	1
232.00 Dean,Music	*	*	*	*	*	2
233.00 Dean,Nursing	$55,524	$39,900	$55,000	$55,664	$61,700	18
234.00 Dean,Occ Std/Voc Ed	$49,558	$36,143	$48,400	$50,716	$53,000	4
237.00 Dean,Sciences	$54,140	$41,516	$50,938	$54,466	$66,030	15
238.00 Dean,Social Sciences	$42,000	$35,737	$40,800	$46,685	$52,284	7
239.00 Dean,Social Work	$50,497	$38,639	$45,073	$52,364	$58,469	5
240.00 Dean,Special Programs	$44,781	$37,741	$40,186	$49,375	$61,462	8
241.00 Dean,Undergrad Prog	$51,500	$48,400	$50,550	$54,300	$57,000	12
ADMINISTRATIVE						
301.00 Chief Business Off	$62,500	$49,000	$58,500	$68,240	$74,500	59
301.01 Chief Admin Off	$59,731	$45,981	$57,781	$62,000	$75,864	10
301.02 Chief Financial Off	$53,256	$43,500	$46,656	$56,453	$64,131	15
301.10 Dir Health & Safety	$35,000	$22,700	$35,000	$35,000	$40,629	4
301.20 Dir Telecommunic	$29,013	$26,339	$27,625	$30,400	$31,700	6
302.00 Chief Planning Off	$56,150	$44,900	$53,975	$56,562	$56,987	5
303.00 Chief Budgeting Off	$39,148	$33,500	$37,928	$44,025	$58,000	17
303.10 Assc Budget Dir	$24,750	$23,466	$24,500	$25,000	$45,510	4
304.00 Chief Plan-Budgt Off	*	*	*	*	*	3
305.00 General Counsel	*	*	*	*	*	2
306.00 Chf Personnel/HR Off	$35,518	$29,000	$34,800	$38,436	$43,081	26
306.10 Assc Dir Pers/HR	$29,960	$21,600	$27,800	$31,914	$35,851	7
306.20 Manager Benefits	$23,396	$18,904	$20,877	$24,580	$31,958	12
306.30 Manager Training-Dev	*	*	*	*	*	3
306.60 Manager Employment	*	*	*	*	*	2
306.70 Mgr Wage-Sal/Mgr,Comp	*	*	*	*	*	1
307.00 Dir AA/EEO	$33,200	$26,623	$30,000	$35,000	$49,474	9
307.10 Assc Dir AA/EEO	*	*	*	*	*	2
308.00 Dir Pers-AA	$37,518	$29,437	$35,650	$38,910	$50,918	20
309.00 Dir Computer Center	$47,392	$37,530	$45,451	$49,940	$57,675	32
309.10 Assc Dir Computer Ctr	$38,000	$32,138	$35,000	$38,727	$45,000	11
309.20 Data Base Admin	$30,000	$21,716	$26,000	$30,751	$49,500	9
309.30 Sys Analyst I-Hi	$32,760	$25,244	$29,160	$34,686	$37,730	14
309.40 Sys Analyst II-Lo	$26,693	$18,200	$25,020	$26,800	$28,738	9
309.50 Prog Analyst I-Hi	$29,280	$24,486	$28,099	$30,137	$37,692	21
309.60 Prog Analyst II-Lo	$26,000	$18,977	$23,376	$26,784	$29,329	17
310.00 Dir, Comp Ctr Opr/Ad	$36,350	$29,000	$34,500	$39,660	$43,580	26
310.10 Assc Dir Comp Ctr	$33,116	$20,800	$27,700	$38,531	$44,208	4
311.00 Dir Inform Systems	$42,878	$35,000	$39,660	$47,000	$54,000	9
312.00 Chf Phys Plnt/Fac	$41,747	$35,000	$40,000	$46,315	$54,325	62
312.10 Assc Dir Phys Plnt	$32,322	$27,825	$31,209	$33,169	$40,467	23
312.20 Mgr Landscape/Grds	$27,312	$21,700	$26,540	$29,423	$31,750	28
312.30 Mgr Bldg Mnt Trades	$30,000	$27,140	$29,544	$30,280	$37,441	13
312.40 Mgr Tech Trades	$29,649	$27,500	$28,912	$30,500	$34,272	12
312.50 Mgr Custodial Srv	$24,740	$21,415	$24,336	$26,040	$29,120	26
312.60 Mgr Power Plant	$32,658	$31,668	$32,621	$32,695	$34,272	6
313.00 Comptroller	$42,000	$31,600	$36,762	$44,350	$53,253	35
313.10 Manager Payroll	$22,042	$18,518	$21,195	$24,000	$26,500	22
314.00 Dir Accounting	$35,178	$28,000	$30,000	$37,492	$42,820	29
314.10 Staff Accountant-Hi	$27,000	$23,000	$25,600	$28,000	$32,313	23
314.20 Staff Accountant-Lo	$21,435	$15,966	$20,728	$23,175	$28,158	20
315.00 Bursar	$31,445	$24,344	$30,261	$32,700	$37,128	18
315.10 Assc Bursar	*	*	*	*	*	2

*denotes 3 cases or fewer

TABLE 17
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $24 MILLION OR LESS

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
316.00 Dir Purchasing	$30,883	$24,468	$28,500	$32,400	$55,659	37
316.10 Assc Dir Purchasing	$34,350	$24,078	$29,253	$38,345	$44,068	5
317.00 Dir Bookstore	$26,749	$21,800	$25,280	$30,326	$33,000	44
317.10 Assc Dir Bookstore	$19,000	$16,475	$18,750	$20,535	$24,123	5
318.00 Dir Internal Audit	$35,144	$25,000	$35,060	$35,228	$38,316	4
319.00 Dir Aux Services	$42,050	$27,300	$42,000	$45,000	$53,319	13
319.10 Mgr Mail Services	$18,287	$14,906	$17,297	$19,100	$21,364	26
320.00 Dir Campus Security	$29,225	$25,000	$27,405	$31,283	$37,000	46
321.00 Dir Risk Mgt/Ins	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$55,965	$42,105	$51,900	$60,000	$72,260	48
401.10 Dir Annual Giving	$31,194	$24,996	$29,000	$33,744	$37,500	26
401.20 Dir Corp/Fndtn Rel	$30,760	$25,500	$28,880	$34,529	$38,572	15
401.30 Coord Res Dev	$25,470	$20,406	$22,700	$28,776	$31,063	10
401.40 Dir Estate Pln	$41,785	$29,150	$38,600	$43,160	$45,000	11
402.00 Chf Public Rel Off	$33,972	$23,400	$33,000	$37,750	$47,500	40
402.10 Dir Gov/Leg Rel	*	*	*	*	*	1
403.00 Chf Dev/Pub Rel Off	$58,315	$48,200	$57,129	$59,500	$68,076	8
404.00 Dir Alumni Affairs	$31,038	$22,500	$27,900	$33,170	$35,960	49
405.00 Dir Dev/Alumni Aff	$43,600	$32,700	$40,839	$45,760	$50,000	9
406.00 Dir Spec/Defer Gifts	$38,208	$16,000	$33,816	$42,600	$45,817	4
407.00 Dir Church Relations	$33,100	$30,000	$30,200	$36,000	$37,300	4
408.00 Dir Community Serv	$42,940	$30,600	$35,880	$50,000	$60,000	4
409.00 Dir Publications	$30,382	$24,400	$30,000	$31,586	$37,375	25
409.10 Assc Dir Publicatns	$21,990	$18,200	$19,980	$24,000	$25,500	4
409.20 Mgr Printing Srv	$22,000	$20,188	$21,256	$23,650	$32,846	15
410.00 Dir Info Office	$30,340	$23,920	$28,535	$31,908	$35,149	24
411.00 Dir News Bureau	$25,375	$22,500	$23,604	$26,000	$27,300	7
STUDENT SERVICES						
501.00 Chf Student Aff Off	$50,410	$40,000	$49,000	$55,075	$62,976	54
501.50 Dean of Students	$38,100	$32,000	$37,725	$44,000	$59,508	21
502.00 Chief Admissions Off	$37,140	$32,000	$36,720	$41,000	$48,470	52
502.10 Assc Dir Admissions	$27,000	$21,663	$25,852	$29,410	$33,842	35
502.20 Admissions Counselor	$20,012	$17,100	$19,000	$21,834	$25,000	46
502.30 Academic Advisor	$25,193	$23,500	$24,000	$27,913	$36,400	13
503.00 Dir.Adm & Registrar	$50,830	$43,911	$48,580	$52,430	$57,011	10
504.00 Registrar	$34,600	$27,464	$33,500	$36,050	$42,920	58
504.10 Assc Registrar	$27,659	$16,200	$21,600	$31,050	$34,205	13
504.20 Asst Registrar	$22,000	$17,484	$20,126	$23,475	$26,012	25
505.00 Dir Adm/Fin Aid	*	*	*	*	*	3
506.00 Dir Student Fin Aid	$33,770	$29,560	$32,160	$35,750	$40,000	66
506.10 Assc Dir Std Fin Aid	$22,254	$18,000	$21,500	$24,000	$28,300	34
507.00 Dir Food Services	$32,431	$26,625	$30,860	$33,744	$38,000	19
507.10 Assc Dir Food Serv	$30,000	$22,500	$23,500	$36,612	$36,720	7
508.00 Dir Student Housing	$29,200	$21,900	$27,000	$32,544	$37,450	37
508.10 Assc Dir Std Housing	$26,594	$22,000	$25,432	$27,755	$36,024	8
508.20 Housing Off/Adm Opr	$25,353	$22,387	$22,491	$28,215	$32,000	4
508.30 Housing Off/Res Life	$21,500	$17,935	$21,000	$22,145	$30,000	18
509.00 Dir, Union/Std Act	$33,780	$23,250	$29,708	$36,380	$37,856	7
510.00 Dir Foreign Students	$22,839	$20,000	$21,000	$26,000	$28,943	12
511.00 Dir Student Union	$32,000	$30,526	$31,000	$32,450	$37,671	11
511.10 Assc Dir Std Union	*	*	*	*	*	3
512.00 Dir Std Activities	$27,500	$22,000	$26,500	$30,572	$37,000	39
513.00 Dir Std Placement	$28,483	$23,235	$27,863	$30,576	$36,409	46
514.00 Dir Std Counseling	$33,622	$24,894	$29,498	$35,238	$40,254	46
514.10 Assc Dir Std Cnslg	$27,400	$25,445	$26,800	$28,000	$30,909	8
515.00 Dir Std Hlth-Physicn	$61,777	$26,968	$46,857	$62,329	$66,790	5
516.00 Dir Std Hlth-Nurse	$24,707	$17,600	$22,475	$26,633	$32,700	34
517.00 Dir Campus Ministries	$27,238	$20,988	$25,300	$28,000	$36,000	26
518.00 Dir Athletics	$41,720	$29,000	$38,500	$45,615	$54,567	52
519.00 Dir Sports Info	$25,526	$21,466	$24,900	$25,850	$28,638	25
520.00 Dir Athletics/Men	*	*	*	*	*	1
521.00 Dir Athletics/Women	$30,000	$27,300	$28,800	$36,311	$43,119	5
522.00 Dir Campus Rec	$25,725	$22,380	$23,170	$27,200	$33,548	17
523.00 Chief Enrollment Mgmt	$58,600	$38,550	$53,500	$61,800	$68,178	5
524.00 Dir Minority Affairs	$28,150	$20,636	$26,069	$29,484	$31,920	14
525.00 Dir Conferences	$30,100	$20,600	$27,790	$32,355	$46,598	14

*denotes 3 cases or fewer

TABLE 18
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $24 - $37.8 MILLION

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$125,000	$115,000	$124,613	$125,016	$127,800	8
101.10 Asst to CEO/System	*	*	*	*	*	2
102.00 CEO / Single Inst	$99,225	$86,869	$96,000	$100,263	$118,720	64
102.10 Asst to CEO/Single	$52,200	$40,050	$48,760	$58,773	$65,000	41
103.00 Exec Vice Pres	$78,750	$64,890	$75,038	$80,765	$90,006	15
ACADEMIC						
201.00 Chief Acad Off	$80,190	$72,827	$78,000	$82,840	$90,000	71
202.00 Chf Hlth Prof Off	*	*	*	*	*	1
203.00 Dir Library Serv	$53,599	$45,101	$50,000	$54,916	$59,108	67
203.10 Circulatn Librarian	$27,743	$22,750	$26,500	$28,953	$32,891	44
203.20 Acquistns Librarian	$30,259	$24,144	$28,393	$32,969	$40,936	42
203.30 Tech Serv Librarian	$34,057	$27,952	$30,000	$36,464	$43,400	51
203.40 Public Serv Librarian	$33,284	$28,340	$30,736	$35,727	$39,396	38
203.50 Reference Librarian	$29,719	$25,020	$28,511	$30,895	$34,500	56
204.00 Dir Instit Research	$48,589	$39,096	$45,000	$53,025	$56,500	36
204.10 Assc Dir Inst Res	$35,700	$27,216	$34,621	$36,000	$39,129	9
205.00 Dir Educ Media Serv	$34,131	$27,335	$32,569	$35,407	$44,133	40
206.00 Dir Learning Res Ctr	$40,450	$28,797	$36,265	$48,182	$55,795	25
207.00 Dir Internatl Std Ed	$43,289	$30,672	$36,577	$52,980	$55,140	18
208.00 Dir Comp Ctr,Opr/Acad	$46,877	$35,000	$43,996	$47,607	$51,000	26
208.10 Assc Dir CC Opr/Acad	$39,680	$30,100	$35,655	$40,668	$46,100	9
209.00 Admn,Grants-Contract	$42,226	$29,907	$38,203	$46,879	$59,479	25
211.00 Dean,Agriculture	$66,678	$63,493	$65,000	$68,355	$70,040	4
212.00 Dean,Arts & Letters	$66,054	$51,248	$64,275	$71,677	$78,700	5
213.00 Dean,Arts & Sciences	$65,000	$60,000	$62,991	$66,054	$71,412	43
214.00 Dean,Business	$71,700	$62,000	$70,000	$75,000	$84,380	53
215.00 Dean,Communications	$54,900	$51,192	$54,176	$65,000	$65,426	7
216.00 Dean,Continuing Ed	$57,830	$52,473	$57,000	$59,800	$65,500	31
218.00 Dean,Education	$65,000	$58,433	$62,245	$67,402	$73,635	44
219.00 Dean,Engineering	$71,095	$62,108	$68,000	$73,284	$84,800	12
221.00 Dean,Extension	$63,674	$45,675	$62,348	$65,000	$77,256	4
222.00 Dean,Fine Arts	$64,155	$43,478	$57,111	$66,880	$68,000	12
223.00 Dean,Graduate Program	$60,608	$55,000	$58,352	$62,300	$67,356	32
224.00 Dean,Hlth-Rltd Prof	$65,499	$58,118	$64,944	$66,054	$69,360	8
225.00 Dean,Home Economics	*	*	*	*	*	2
226.00 Dean,Humanities	$60,840	$46,885	$58,000	$65,000	$71,413	9
228.00 Dean,Law	$112,500	$86,900	$109,296	$115,400	$116,000	7
229.00 Dean,Lib & Inf Sci	$59,000	$52,479	$58,869	$60,586	$63,586	5
230.00 Dean,Mathematics	$54,100	$50,185	$53,300	$56,275	$62,252	5
232.00 Dean,Music	$62,100	$52,000	$61,500	$62,700	$66,054	8
233.00 Dean,Nursing	$62,836	$52,780	$60,000	$65,203	$69,696	16
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	3
235.00 Dean,Pharmacy	*	*	*	*	*	1
237.00 Dean,Sciences	$63,030	$47,157	$59,313	$66,054	$77,300	9
238.00 Dean,Social Sciences	$63,895	$56,399	$60,253	$64,975	$71,277	5
239.00 Dean,Social Work	*	*	*	*	*	2
240.00 Dean,Special Programs	$59,909	$40,800	$54,698	$65,120	$74,886	6
241.00 Dean,Undergrad Prog	$65,782	$51,729	$56,000	$69,147	$73,144	7
ADMINISTRATIVE						
301.00 Chief Business Off	$76,881	$68,833	$73,449	$79,850	$89,370	60
301.01 Chief Admin Off	$76,918	$62,000	$74,794	$82,408	$90,252	14
301.02 Chief Financial Off	$63,018	$52,300	$61,800	$65,561	$72,583	19
301.10 Dir Health & Safety	$39,035	$27,201	$33,000	$44,175	$47,592	7
301.20 Dir Telecommunic	$41,220	$34,572	$36,828	$43,380	$66,936	17
302.00 Chief Planning Off	$60,800	$56,038	$57,336	$62,713	$83,196	7
303.00 Chief Budgeting Off	$51,831	$44,546	$49,080	$52,400	$55,550	30
303.10 Assc Budget Dir	$38,100	$33,216	$35,780	$40,442	$42,000	14
304.00 Chief Plan-Budgt Off	$55,903	$38,500	$49,920	$57,500	$60,200	7
305.00 General Counsel	$50,901	$40,239	$50,901	$50,901	$51,500	8
306.00 Chf Personnel/HR Off	$48,800	$38,321	$46,000	$50,000	$56,876	53
306.10 Assc Dir Pers/HR	$32,000	$28,024	$31,700	$35,362	$40,970	25
306.20 Manager Benefits	$29,276	$24,000	$27,315	$30,950	$33,520	26
306.30 Manager Training-Dev	*	*	*	*	*	2
306.40 Manager Empl Relatns	*	*	*	*	*	1
306.60 Manager Employment	$27,168	$23,136	$26,130	$28,284	$31,631	15
306.70 Mgr Wage-Sal/Mgr,Comp	$30,000	$27,242	$29,527	$32,448	$33,000	7
306.80 Mgr Personnel Inf Sys	$34,398	$22,236	$33,948	$34,848	$44,018	4
307.00 Dir AA/EEO	$47,500	$39,326	$42,961	$48,000	$60,000	23
307.10 Assc Dir AA/EEO	*	*	*	*	*	3
308.00 Dir Pers-AA	$46,890	$40,500	$43,880	$52,764	$59,080	16
309.00 Dir Computer Center	$53,483	$47,025	$51,000	$58,000	$63,301	46
309.10 Assc Dir Computer Ctr	$42,114	$36,706	$41,607	$43,141	$50,530	20
309.20 Data Base Admin	$34,670	$28,000	$32,100	$34,752	$40,308	13
309.30 Sys Analyst I-Hi	$34,640	$28,640	$32,670	$38,900	$45,000	32
309.40 Sys Analyst II-Lo	$29,518	$23,663	$27,968	$30,800	$35,500	23
309.50 Prog Analyst I-Hi	$29,772	$24,126	$28,000	$31,800	$35,557	46
309.60 Prog Analyst II-Lo	$25,375	$21,816	$24,000	$27,140	$30,805	31
310.00 Dir, Comp Ctr Opr/Ad	$50,083	$41,000	$47,727	$53,000	$58,176	27
310.10 Assc Dir Comp Ctr	$37,625	$35,307	$37,080	$45,000	$46,405	11
311.00 Dir Inform Systems	$52,488	$33,480	$48,095	$55,983	$59,106	15
312.00 Chf Phys Plnt/Fac	$52,000	$46,200	$50,226	$54,000	$60,500	67
312.10 Assc Dir Phys Plnt	$39,444	$32,903	$36,050	$41,094	$43,300	35
312.20 Mgr Landscape/Grds	$29,134	$23,619	$27,923	$30,000	$33,543	41
312.30 Mgr Bldg Mnt Trades	$31,862	$25,750	$30,277	$33,156	$38,642	39
312.40 Mgr Tech Trades	$32,448	$27,750	$31,805	$36,699	$41,000	13
312.50 Mgr Custodial Srv	$30,000	$23,764	$29,212	$31,455	$34,895	45
312.60 Mgr Power Plant	$32,500	$27,420	$31,556	$35,417	$40,157	21
313.00 Comptroller	$48,630	$44,300	$47,000	$51,860	$59,900	46

*denotes 3 cases or fewer

TABLE 18
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $24 - $37.8 MILLION

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
313.10 Manager Payroll	$27,262	$22,040	$25,500	$28,629	$33,738	36
314.00 Dir Accounting	$38,634	$31,500	$35,868	$41,400	$45,143	34
314.10 Staff Accountant-Hi	$28,392	$24,321	$26,600	$30,000	$38,164	41
314.20 Staff Accountant-Lo	$23,250	$19,714	$21,917	$24,000	$28,224	24
315.00 Bursar	$34,250	$31,000	$33,796	$35,310	$40,083	31
315.10 Assc Bursar	$26,922	$24,405	$26,319	$27,525	$27,825	8
316.00 Dir Purchasing	$36,438	$32,000	$34,327	$39,520	$43,755	54
316.10 Assc Dir Purchasing	$26,000	$25,158	$25,380	$26,981	$34,205	17
317.00 Dir Bookstore	$31,925	$26,252	$31,500	$32,513	$36,000	36
317.10 Assc Dir Bookstore	$22,271	$18,442	$22,000	$22,542	$35,295	8
318.00 Dir Internal Audit	$33,760	$28,098	$32,448	$36,100	$40,000	19
319.00 Dir Aux Services	$45,376	$33,000	$41,882	$48,500	$52,004	26
319.10 Mgr Mail Services	$19,924	$17,000	$18,808	$22,099	$24,243	30
320.00 Dir Campus Security	$36,943	$28,700	$34,220	$39,368	$47,760	59
321.00 Dir Risk Mgt/Ins	$42,150	$32,664	$38,239	$43,025	$46,100	5
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$65,000	$51,634	$61,000	$70,000	$80,200	49
401.10 Dir Annual Giving	$34,500	$30,000	$33,440	$36,000	$40,300	26
401.20 Dir Corp/Fndtn Rel	$37,946	$30,200	$36,000	$39,900	$46,596	28
401.30 Coord Res Dev	$27,597	$22,000	$26,544	$27,744	$32,510	16
401.40 Dir Estate Pln	$35,613	$34,100	$35,028	$40,000	$57,000	13
402.00 Chf Public Rel Off	$42,496	$34,000	$41,352	$46,806	$52,250	31
402.10 Dir Gov/Leg Rel	$61,970	$49,431	$53,094	$62,352	$70,480	7
403.00 Chf Dev/Pub Rel Off	$69,497	$61,592	$67,994	$73,938	$82,217	20
404.00 Dir Alumni Affairs	$35,530	$28,685	$32,731	$38,814	$42,000	62
405.00 Dir Dev/Alumni Aff	$48,755	$43,680	$47,300	$51,995	$55,188	11
406.00 Dir Spec/Defer Gifts	$47,207	$31,550	$47,000	$47,413	$48,648	6
407.00 Dir Church Relations	$47,462	$27,900	$42,949	$51,975	$58,950	4
408.00 Dir Community Serv	$29,735	$24,347	$26,470	$33,000	$36,700	6
409.00 Dir Publications	$32,200	$28,000	$29,474	$32,785	$38,106	31
409.10 Assc Dir Publicatns	$29,332	$27,500	$29,165	$29,680	$33,864	11
409.20 Mgr Printing Srv	$28,301	$21,903	$26,756	$30,500	$33,156	36
410.00 Dir Info Office	$37,100	$30,800	$34,471	$38,053	$45,750	35
411.00 Dir News Bureau	$28,908	$21,250	$26,500	$29,456	$32,747	21
STUDENT SERVICES						
501.00 Chf Student Aff Off	$63,600	$58,500	$61,970	$67,925	$74,700	63
501.50 Dean of Students	$51,346	$40,000	$48,024	$52,560	$57,500	29
502.00 Chief Admissions Off	$50,580	$40,200	$46,856	$53,001	$59,775	61
502.10 Assc Dir Admissions	$32,000	$27,200	$30,563	$32,728	$35,000	54
502.20 Admissions Counselor	$21,191	$19,248	$20,774	$21,942	$25,693	60
502.30 Academic Advisor	$26,253	$21,864	$24,207	$27,418	$34,646	27
503.00 Dir.Adm & Registrar	$60,348	$53,117	$56,700	$63,996	$77,892	4
504.00 Registrar	$42,721	$37,300	$40,634	$44,963	$50,998	66
504.10 Assc Registrar	$32,734	$25,330	$32,050	$33,000	$35,400	21
504.20 Asst Registrar	$25,944	$21,713	$24,411	$27,400	$31,261	35
505.00 Dir Adm/Fin Aid	$45,728	$40,000	$44,520	$46,935	$57,675	6
506.00 Dir Student Fin Aid	$42,129	$35,360	$39,637	$43,941	$49,825	72
506.10 Assc Dir Std Fin Aid	$26,800	$23,995	$26,186	$28,599	$33,834	53
507.00 Dir Food Services	$41,797	$33,900	$41,040	$44,693	$47,652	13
507.10 Assc Dir Food Serv	*	*	*	*	*	3
508.00 Dir Student Housing	$34,800	$30,000	$33,821	$36,977	$42,155	55
508.10 Assc Dir Std Housing	$26,610	$21,671	$24,200	$28,865	$31,999	24
508.20 Housing Off/Adm Opr	$27,734	$23,950	$26,223	$31,334	$31,682	12
508.30 Housing Off/Res Life	$26,122	$18,438	$23,300	$28,000	$38,385	19
509.00 Dir. Union/Std Act	$34,820	$28,215	$31,400	$41,666	$51,072	12
510.00 Dir Foreign Students	$31,011	$25,000	$30,000	$32,930	$38,280	22
511.00 Dir Student Union	$39,139	$30,143	$34,796	$40,238	$46,338	25
511.10 Assc Dir Std Union	$28,723	$26,250	$28,532	$30,023	$37,109	10
512.00 Dir Std Activities	$31,200	$23,475	$28,260	$32,665	$37,905	49
513.00 Dir Std Placement	$35,616	$29,715	$33,384	$38,000	$43,450	66
514.00 Dir Std Counseling	$42,095	$35,000	$39,000	$43,450	$49,376	61
514.10 Assc Dir Std Cnslg	$31,290	$27,301	$30,000	$33,344	$37,485	18
515.00 Dir Std Hlth-Physicn	$65,300	$32,000	$63,500	$66,576	$80,000	16
516.00 Dir Std Hlth-Nurse	$30,337	$24,778	$28,648	$32,088	$35,741	52
517.00 Dir Campus Ministries	$32,500	$26,500	$31,600	$35,000	$42,000	23
518.00 Dir Athletics	$52,350	$44,570	$51,666	$54,585	$59,433	60
519.00 Dir Sports Info	$26,215	$23,000	$24,380	$27,000	$29,508	44
520.00 Dir Athletics/Men	*	*	*	*	*	3
521.00 Dir Athletics/Women	$36,374	$30,500	$35,549	$38,160	$46,175	9
522.00 Dir Campus Rec	$28,538	$23,336	$26,600	$30,150	$33,599	40
523.00 Chief Enrollment Mgmt	$54,244	$50,000	$53,500	$56,662	$58,440	12
524.00 Dir Minority Affairs	$35,539	$27,262	$31,800	$36,750	$41,842	26
525.00 Dir Conferences	$30,000	$20,000	$26,000	$32,320	$40,735	17

*denotes 3 cases or fewer

BEST COPY AVAILABLE

TABLE 19
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $37.8 - $62 MILLION

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	*	*	*	*	*	1
102.00 CEO / Single Inst	$99,764	$91,150	$96,113	$102,330	$117,203	71
102.10 Asst to CEO/Single	$49,749	$35,580	$45,500	$53,002	$62,500	43
103.00 Exec Vice Pres	$82,000	$70,000	$80,012	$85,000	$91,795	11
ACADEMIC						
201.00 Chief Acad Off	$84,029	$77,004	$82,328	$85,000	$93,950	69
202.00 Chf Hlth Prof Off	*	*	*	*	*	1
203.00 Dir Library Serv	$57,804	$52,500	$56,900	$60,196	$64,554	66
203.10 Circulatn Librarian	$30,870	$23,974	$27,601	$31,672	$35,820	47
203.20 Acquistns Librarian	$31,460	$25,949	$29,893	$33,869	$38,469	46
203.30 Tech Serv Librarian	$36,193	$29,390	$34,671	$38,460	$44,304	47
203.40 Public Serv Librarian	$35,989	$28,074	$33,161	$37,024	$43,544	35
203.50 Reference Librarian	$32,775	$26,925	$31,144	$35,310	$38,975	54
204.00 Dir Instit Research	$43,276	$37,475	$42,284	$48,000	$56,928	45
204.10 Assc Dir Inst Res	$32,644	$29,988	$31,000	$38,218	$43,000	9
205.00 Dir Educ Media Serv	$40,612	$30,700	$38,280	$46,536	$54,171	37
206.00 Dir Learning Res Ctr	$42,728	$32,713	$39,204	$48,178	$55,719	20
207.00 Dir Internatl Std Ed	$48,440	$36,766	$46,595	$50,551	$57,700	22
208.00 Dir Comp Ctr,Opr/Acad	$46,848	$38,393	$43,100	$49,262	$55,186	30
208.10 Assc Dir CC Opr/Acad	$38,972	$28,500	$38,136	$40,115	$43,308	14
209.00 Admn,Grants-Contract	$44,000	$35,480	$42,156	$45,000	$56,261	43
211.00 Dean,Agriculture	$68,978	$54,600	$67,956	$70,000	$74,771	4
212.00 Dean,Arts & Letters	$68,000	$64,574	$68,000	$69,267	$75,250	13
213.00 Dean,Arts & Sciences	$72,644	$67,229	$70,500	$74,724	$80,000	42
214.00 Dean,Business	$76,750	$69,020	$74,004	$79,672	$87,500	62
215.00 Dean,Communications	*	*	*	*	*	1
216.00 Dean,Continuing Ed	$54,677	$48,376	$50,800	$61,000	$65,440	24
218.00 Dean,Education	$67,360	$61,265	$65,431	$70,083	$74,048	55
219.00 Dean,Engineering	$78,250	$71,534	$75,877	$83,706	$88,596	15
221.00 Dean,Extension	$60,000	$41,024	$54,374	$67,450	$76,450	5
222.00 Dean,Fine Arts	$67,400	$58,200	$64,581	$69,018	$74,800	19
223.00 Dean,Graduate Program	$63,543	$57,300	$62,504	$66,000	$72,910	48
224.00 Dean,Hlth-Rltd Prof	$70,368	$63,544	$67,028	$70,971	$74,000	17
225.00 Dean,Home Economics	$51,670	$37,740	$41,400	$61,940	$70,000	4
226.00 Dean,Humanities	$67,062	$52,484	$67,000	$68,200	$69,991	11
228.00 Dean,Law	$107,000	$78,645	$92,624	$110,000	$116,608	7
229.00 Dean,Lib & Inf Sci	$64,723	$48,000	$64,445	$65,000	$69,867	6
230.00 Dean,Mathematics	$64,000	$47,600	$59,170	$64,920	$67,400	7
232.00 Dean,Music	*	*	*	*	*	1
233.00 Dean,Nursing	$64,920	$56,500	$63,036	$67,500	$73,530	19
234.00 Dean,Occ Std/Voc Ed	$70,000	$65,500	$69,948	$71,000	$72,582	13
235.00 Dean,Pharmacy	$77,700	$70,781	$76,400	$79,000	$83,408	4
237.00 Dean,Sciences	$67,100	$59,170	$65,000	$68,804	$72,900	17
238.00 Dean,Social Sciences	$71,791	$58,500	$69,205	$73,566	$77,404	10
239.00 Dean,Social Work	$71,391	$58,000	$71,318	$71,464	$79,908	4
240.00 Dean,Special Programs	$60,975	$44,000	$56,112	$65,838	$67,228	6
241.00 Dean,Undergrad Prog	$65,599	$47,250	$59,500	$71,698	$72,000	4
ADMINISTRATIVE						
301.00 Chief Business Off	$79,750	$68,576	$73,828	$80,500	$89,616	54
301.01 Chief Admin Off	$65,000	$53,196	$62,712	$66,300	$73,200	17
301.02 Chief Financial Off	$62,000	$50,750	$61,546	$62,846	$83,000	28
301.10 Dir Health & Safety	$38,423	$32,418	$36,879	$41,077	$48,134	14
301.20 Dir Telecommunic	$40,956	$34,043	$39,154	$43,187	$47,654	40
302.00 Chief Planning Off	$62,024	$43,848	$58,750	$62,900	$73,028	18
303.00 Chief Budgeting Off	$46,732	$39,000	$42,200	$51,000	$56,112	46
303.10 Assc Budget Dir	$41,280	$33,306	$36,336	$46,000	$48,366	18
304.00 Chief Plan-Budgt Off	$55,000	$51,528	$54,586	$58,696	$66,727	5
305.00 General Counsel	$55,000	$41,300	$50,305	$57,672	$60,000	13
305.10 Staff Attorneys	$42,305	$36,395	$40,000	$44,610	$48,000	4
306.00 Chf Personnel/HR Off	$48,274	$39,329	$46,749	$50,107	$54,383	63
306.10 Assc Dir Pers/HR	$35,000	$29,600	$34,000	$37,380	$40,589	22
306.20 Manager Benefits	$27,505	$22,754	$26,115	$30,000	$34,100	39
306.30 Manager Training-Dev	$31,600	$25,341	$29,235	$32,650	$36,908	10
306.40 Manager Empl Relatns	$34,731	$28,793	$32,062	$37,400	$46,795	6
306.50 Manager Labor Rel	*	*	*	*	*	2
306.60 Manager Employment	$29,748	$23,001	$28,000	$30,395	$33,400	28
306.70 Mgr Wage-Sal/Mgr,Comp	$27,648	$24,575	$27,042	$31,944	$37,615	17
306.80 Mgr Personnel Inf Sys	$28,800	$23,996	$28,000	$30,105	$36,312	9
307.00 Dir AA/EEO	$38,501	$32,611	$35,881	$42,953	$53,800	35
307.10 Assc Dir AA/EEO	*	*	*	*	*	2
308.00 Dir Pers-AA	$52,336	$41,205	$51,099	$53,000	$66,546	9
309.00 Dir Computer Center	$60,450	$55,000	$59,000	$62,479	$67,404	46
309.10 Assc Dir Computer Ctr	$45,528	$36,000	$43,700	$46,700	$51,862	16
309.20 Data Base Admin	$36,950	$32,000	$34,601	$38,183	$42,478	17
309.30 Sys Analyst I-Hi	$39,244	$31,067	$37,084	$41,750	$44,952	38
309.40 Sys Analyst II-Lo	$29,000	$27,003	$28,679	$30,540	$33,518	25
309.50 Prog Analyst I-Hi	$32,492	$28,200	$31,470	$34,600	$37,707	50
309.60 Prog Analyst II-Lo	$25,920	$22,468	$25,000	$26,190	$30,190	43
310.00 Dir, Comp Ctr Opr/Ad	$49,066	$39,573	$47,238	$52,006	$56,541	30
310.10 Assc Dir Comp Ctr	$44,500	$41,041	$43,427	$45,566	$48,168	11
311.00 Dir Inform Systems	$47,745	$43,065	$47,258	$49,033	$62,500	19
312.00 Chf Phys Plnt/Fac	$52,903	$47,159	$51,152	$57,672	$62,655	68
312.10 Assc Dir Phys Plnt	$42,736	$34,417	$40,620	$44,196	$48,000	38
312.20 Mgr Landscape/Grds	$29,774	$24,052	$28,750	$31,920	$35,216	43
312.30 Mgr Bldg Mnt Trades	$34,955	$29,004	$34,279	$36,000	$40,215	36
312.40 Mgr Tech Trades	$33,245	$28,000	$32,000	$34,817	$37,930	14
312.50 Mgr Custodial Srv	$29,359	$25,860	$28,069	$30,400	$34,476	47
312.60 Mgr Power Plant	$33,446	$26,046	$31,627	$35,394	$38,550	27

*denotes 3 cases or fewer

TABLE 19
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $37.8 - $62 MILLION

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
313.00 Comptroller	$53,509	$46,542	$51,884	$56,304	$61,000	52
313.10 Manager Payroll	$29,576	$25,000	$28,000	$31,204	$35,600	47
314.00 Dir Accounting	$41,088	$35,898	$39,500	$43,000	$47,900	37
314.10 Staff Accountant-Hi	$30,825	$25,500	$29,738	$33,292	$39,329	41
314.20 Staff Accountant-Lo	$24,972	$22,000	$24,093	$25,800	$31,000	33
315.00 Bursar	$36,050	$28,500	$34,700	$38,821	$43,260	37
315.10 Assc Bursar	$31,585	$26,100	$29,327	$31,728	$33,600	9
316.00 Dir Purchasing	$38,418	$32,000	$35,298	$39,800	$44,742	62
316.10 Assc Dir Purchasing	$30,105	$25,637	$28,164	$31,476	$33,700	17
317.00 Dir Bookstore	$36,120	$32,560	$34,750	$37,512	$41,050	40
317.10 Assc Dir Bookstore	$26,500	$22,050	$24,900	$26,700	$31,056	13
318.00 Dir Internal Audit	$40,074	$34,000	$38,866	$42,540	$46,715	31
319.00 Dir Aux Services	$46,980	$35,381	$45,653	$48,900	$55,600	31
319.10 Mgr Mail Services	$23,322	$17,800	$22,656	$25,140	$28,116	37
320.00 Dir Campus Security	$38,213	$30,649	$35,977	$40,870	$44,957	66
321.00 Dir Risk Mgt/Ins	$38,646	$31,707	$35,772	$39,368	$43,624	10
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$70,000	$53,313	$65,720	$72,000	$82,176	48
401.10 Dir Annual Giving	$38,890	$31,800	$34,500	$42,000	$49,180	37
401.20 Dir Corp/Fndtn Rel	$45,469	$37,080	$45,000	$47,253	$52,508	21
401.30 Coord Res Dev	$28,575	$20,246	$25,871	$30,905	$42,050	10
401.40 Dir Estate Pln	$39,000	$31,000	$36,225	$42,000	$55,000	9
402.00 Chf Public Rel Off	$47,946	$39,868	$43,900	$49,829	$63,133	40
402.10 Dir Gov/Leg Rel	$65,900	$60,004	$64,800	$67,000	$69,500	8
403.00 Chf Dev/Pub Rel Off	$64,493	$55,000	$62,500	$74,892	$82,500	22
404.00 Dir Alumni Affairs	$37,098	$33,217	$36,000	$39,664	$44,082	65
405.00 Dir Dev/Alumni Aff	$55,591	$45,000	$48,973	$57,368	$57,750	7
406.00 Dir Spec/Defer Gifts	$52,000	$48,700	$50,000	$55,400	$57,000	12
408.00 Dir Community Serv	$53,638	$28,050	$45,000	$60,746	$62,712	7
409.00 Dir Publications	$37,426	$28,693	$34,700	$39,182	$43,215	44
409.10 Assc Dir Publicatns	$28,460	$24,000	$26,320	$31,500	$37,000	16
409.20 Mgr Printing Srv	$29,416	$26,332	$28,860	$31,123	$36,259	45
410.00 Dir Info Office	$40,170	$31,500	$39,346	$42,093	$49,578	28
411.00 Dir News Bureau	$34,023	$27,139	$31,424	$35,268	$37,857	20
STUDENT SERVICES						
501.00 Chf Student Aff Off	$70,366	$61,446	$67,600	$72,260	$76,210	66
501.50 Dean of Students	$48,821	$40,205	$45,200	$53,585	$58,489	34
502.00 Chief Admissions Off	$49,798	$38,743	$47,257	$51,067	$57,000	56
502.10 Assc Dir Admissions	$35,750	$28,703	$34,003	$37,890	$41,188	50
502.20 Admissions Counselor	$24,472	$19,605	$23,773	$25,755	$28,604	45
502.30 Academic Advisor	$33,990	$26,645	$29,402	$36,011	$49,785	25
503.00 Dir.Adm & Registrar	$47,447	$44,510	$45,893	$49,000	$54,766	6
504.00 Registrar	$48,000	$40,000	$46,997	$49,543	$53,400	63
504.10 Assc Registrar	$34,467	$29,057	$31,906	$36,627	$40,980	42
504.20 Asst Registrar	$30,335	$23,850	$28,900	$31,374	$35,846	36
505.00 Dir Adm/Fin Aid	$61,257	$58,850	$60,560	$61,953	$66,993	8
506.00 Dir Student Fin Aid	$44,330	$38,484	$43,000	$46,524	$51,000	69
506.10 Assc Dir Std Fin Aid	$31,500	$27,033	$29,428	$32,593	$36,478	51
507.00 Dir Food Services	$41,121	$37,514	$40,376	$44,767	$46,429	25
507.10 Assc Dir Food Serv	$32,904	$26,400	$28,908	$33,493	$38,724	13
508.00 Dir Student Housing	$40,840	$31,162	$37,860	$42,233	$49,182	55
508.10 Assc Dir Std Housing	$31,956	$26,250	$30,000	$32,500	$38,142	23
508.20 Housing Off/Adm Opr	$30,383	$25,425	$28,543	$32,656	$42,381	15
508.30 Housing Off/Res Life	$28,895	$22,323	$26,453	$32,550	$36,000	26
509.00 Dir. Union/Std Act	$43,600	$35,486	$41,093	$46,700	$50,500	16
510.00 Dir Foreign Students	$32,712	$26,114	$31,115	$34,170	$39,400	23
511.00 Dir Student Union	$41,626	$35,614	$39,270	$42,582	$48,700	32
511.10 Assc Dir Std Union	$33,132	$26,775	$31,044	$35,402	$37,356	17
512.00 Dir Std Activities	$32,926	$24,750	$29,455	$34,339	$39,520	38
513.00 Dir Std Placement	$40,228	$34,125	$37,700	$41,966	$49,000	62
514.00 Dir Std Counseling	$44,133	$37,958	$43,112	$45,657	$50,986	60
514.10 Assc Dir Std Cnslg	$42,850	$35,000	$37,200	$48,500	$56,876	6
515.00 Dir Std Hlth-Physicn	$69,549	$55,063	$62,280	$74,100	$82,414	24
516.00 Dir Std Hlth-Nurse	$33,035	$27,068	$31,643	$34,700	$38,757	44
517.00 Dir Campus Ministries	$38,100	$33,080	$35,130	$39,333	$44,352	11
518.00 Dir Athletics	$56,232	$47,850	$54,574	$59,383	$66,000	63
519.00 Dir Sports Info	$28,276	$24,228	$27,155	$29,891	$33,155	55
520.00 Dir Athletics/Men	$54,040	$50,000	$53,079	$55,000	$57,758	6
521.00 Dir Athletics/Women	$38,952	$31,729	$38,511	$41,640	$46,500	13
522.00 Dir Campus Rec	$32,235	$24,500	$30,100	$33,400	$41,213	43
523.00 Chief Enrollment Mgmt	$57,921	$49,000	$54,616	$63,300	$69,460	11
524.00 Dir Minority Affairs	$36,000	$30,330	$33,800	$39,815	$48,358	28
525.00 Dir Conferences	$33,775	$27,661	$32,449	$35,253	$40,815	20

*denotes 3 cases or fewer

TABLE 20
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $62 MILLION OR MORE

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$129,545	$112,360	$129,089	$130,000	$142,500	8
101.10 Asst to CEO/System	$66,926	$46,000	$62,852	$71,000	$140,000	4
102.00 CEO / Single Inst	$118,116	$100,000	$114,800	$126,000	$144,690	62
102.10 Asst to CEO/Single	$59,729	$45,790	$54,295	$62,172	$71,000	44
103.00 Exec Vice Pres	$84,180	$68,000	$80,496	$92,581	$103,188	12
ACADEMIC						
201.00 Chief Acad Off	$100,004	$85,000	$95,900	$104,500	$108,181	70
202.00 Chf Hlth Prof Off	$126,080	$78,800	$88,888	$143,710	$172,250	7
203.00 Dir Library Serv	$64,099	$57,360	$62,400	$67,173	$73,100	69
203.10 Circulatn Librarian	$31,200	$24,100	$29,489	$33,535	$39,146	50
203.20 Acquistns Librarian	$37,099	$28,600	$33,952	$39,874	$43,558	46
203.30 Tech Serv Librarian	$39,200	$33,567	$36,538	$42,500	$47,064	49
203.40 Public Serv Librarian	$41,000	$34,907	$37,740	$44,225	$48,000	31
203.50 Reference Librarian	$36,566	$29,300	$34,133	$37,256	$40,165	53
204.00 Dir Instit Research	$50,322	$43,271	$49,450	$55,000	$62,360	48
204.10 Assc Dir Inst Res	$39,000	$35,102	$36,500	$40,347	$46,026	17
205.00 Dir Educ Media Serv	$44,910	$34,740	$41,600	$46,800	$55,800	44
206.00 Dir Learning Res Ctr	$44,376	$34,694	$41,000	$48,300	$65,030	22
207.00 Dir Internatl Std Ed	$50,912	$37,455	$44,173	$53,079	$63,060	29
208.00 Dir Comp Ctr,Opr/Acad	$56,160	$48,138	$52,972	$58,010	$68,000	37
208.10 Assc Dir CC Opr/Acad	$45,240	$39,520	$44,592	$51,960	$58,500	19
209.00 Admn,Grants-Contract	$51,500	$40,550	$46,599	$55,732	$63,330	53
210.00 Dean,Architecture	*	*	*	*	*	3
211.00 Dean,Agriculture	$84,538	$67,500	$80,000	$89,076	$92,436	4
212.00 Dean,Arts & Letters	$77,015	$70,200	$73,882	$82,500	$87,600	19
213.00 Dean,Arts & Sciences	$80,000	$71,500	$76,000	$83,500	$91,000	42
214.00 Dean,Business	$87,300	$77,164	$83,900	$91,000	$99,850	64
215.00 Dean,Communications	$75,674	$64,200	$74,184	$77,164	$80,500	6
216.00 Dean,Continuing Ed	$64,650	$57,236	$62,247	$68,125	$73,611	42
217.00 Dean,Dentistry	*	*	*	*	*	3
218.00 Dean,Education	$75,028	$68,230	$73,147	$78,452	$83,522	50
219.00 Dean,Engineering	$92,550	$84,146	$89,984	$96,113	$107,750	35
221.00 Dean,Extension	$80,125	$58,620	$80,000	$80,250	$82,632	8
222.00 Dean,Fine Arts	$73,500	$69,300	$72,500	$76,680	$85,809	19
223.00 Dean,Graduate Program	$74,000	$66,000	$73,000	$75,700	$82,824	52
224.00 Dean,Hlth-Rltd Prof	$75,967	$67,389	$73,000	$81,000	$88,200	23
225.00 Dean,Home Economics	*	*	*	*	*	1
226.00 Dean,Humanities	$73,097	$66,624	$71,000	$76,700	$79,000	7
228.00 Dean,Law	$127,200	$104,160	$122,515	$132,500	$141,555	19
229.00 Dean,Lib & Inf Sci	$69,381	$46,860	$61,421	$77,340	$84,000	4
230.00 Dean,Mathematics	*	*	*	*	*	2
231.00 Dean,Medicine	$159,956	$110,624	$159,000	$160,912	$173,287	4
232.00 Dean,Music	$74,948	$66,000	$72,450	$77,445	$80,000	8
233.00 Dean,Nursing	$77,300	$67,150	$75,250	$80,220	$84,385	25
234.00 Dean,Occ Std/Voc Ed	$71,619	$69,988	$70,350	$73,119	$74,950	10
235.00 Dean,Pharmacy	$83,185	$70,100	$81,593	$84,205	$87,637	5
236.00 Dean,Public Health	*	*	*	*	*	1
237.00 Dean,Sciences	$81,699	$68,129	$78,000	$85,500	$92,000	21
238.00 Dean,Social Sciences	$78,402	$70,505	$75,779	$79,400	$83,496	12
239.00 Dean,Social Work	*	*	*	*	*	3
240.00 Dean,Special Programs	*	*	*	*	*	2
241.00 Dean,Undergrad Prog	$68,772	$60,028	$68,000	$69,000	$75,200	9
ADMINISTRATIVE						
301.00 Chief Business Off	$92,050	$78,732	$88,200	$94,128	$102,000	58
301.01 Chief Admin Off	$84,500	$73,183	$81,500	$85,000	$91,000	21
301.02 Chief Financial Off	$74,377	$64,550	$71,919	$77,200	$88,513	28
301.10 Dir Health & Safety	$40,040	$34,185	$38,577	$44,208	$50,592	25
301.20 Dir Telecommunic	$44,543	$38,217	$41,508	$50,363	$64,044	49
302.00 Chief Planning Off	$69,126	$48,400	$66,980	$74,550	$87,000	18
303.00 Chief Budgeting Off	$55,516	$47,436	$54,090	$57,000	$63,000	42
303.10 Assc Budget Dir	$42,996	$34,216	$40,440	$44,084	$51,525	24
304.00 Chief Plan-Budgt Off	$71,659	$54,993	$68,356	$77,414	$90,840	12
305.00 General Counsel	$68,350	$60,481	$66,000	$72,500	$83,200	28
305.10 Staff Attorneys	*	*	*	*	*	3
306.00 Chf Personnel/HR Off	$56,650	$52,250	$55,700	$58,804	$69,360	65
306.10 Assc Dir Pers/HR	$41,850	$34,324	$38,546	$45,311	$52,679	40
306.20 Manager Benefits	$33,905	$28,233	$31,668	$35,000	$38,500	49
306.30 Manager Training-Dev	$31,766	$27,784	$29,918	$34,357	$41,742	25
306.40 Manager Empl Relatns	$42,032	$35,977	$40,436	$42,067	$46,230	11
306.50 Manager Labor Rel	$48,840	$39,356	$48,000	$51,770	$57,219	5
306.60 Manager Employment	$32,709	$26,929	$28,308	$33,100	$36,223	31
306.70 Mgr Wage-Sal/Mgr,Comp	$34,194	$28,900	$33,500	$35,780	$39,672	26
306.80 Mgr Personnel Inf Sys	$31,482	$27,465	$31,400	$31,500	$40,702	13
307.00 Dir AA/EEO	$48,372	$42,300	$45,922	$51,982	$60,637	42
307.10 Assc Dir AA/EEO	$32,987	$29,412	$29,974	$36,000	$43,247	6
308.00 Dir Pers-AA	$54,082	$52,750	$53,164	$55,000	$65,600	6
309.00 Dir Computer Center	$69,905	$58,170	$65,025	$72,538	$77,700	40
309.10 Assc Dir Computer Ctr	$56,208	$44,850	$54,150	$56,365	$66,560	18
309.20 Data Base Admin	$43,688	$37,452	$42,343	$47,100	$54,517	24
309.30 Sys Analyst I-Hi	$42,129	$36,440	$39,769	$44,149	$50,244	44
309.40 Sys Analyst II-Lo	$33,685	$27,783	$31,612	$35,861	$39,367	35
309.50 Prog Analyst I-Hi	$33,625	$27,627	$32,540	$37,500	$42,240	54
309.60 Prog Analyst II-Lo	$25,804	$22,422	$24,775	$27,470	$32,343	44
310.00 Dir. Comp Ctr Opr/Ad	$56,000	$47,100	$53,000	$58,000	$63,386	33
310.10 Assc Dir Comp Ctr	$47,935	$42,744	$46,792	$50,960	$54,183	20
311.00 Dir Inform Systems	$61,888	$51,260	$56,168	$67,175	$75,000	16
312.00 Chf Phys Plnt/Fac	$62,540	$55,000	$59,384	$65,000	$71,598	70
312.10 Assc Dir Phys Plnt	$48,626	$41,004	$47,171	$50,000	$55,896	39

*denotes 3 cases or fewer

TABLE 20
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $62 MILLION OR MORE

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.20 Mgr Landscape/Grds	$36,970	$30,850	$35,628	$38,000	$41,532	53
312.30 Mgr Bldg Mnt Trades	$38,162	$32,053	$35,937	$39,042	$43,800	46
312.40 Mgr Tech Trades	$38,700	$34,725	$37,070	$39,372	$42,900	18
312.50 Mgr Custodial Srv	$35,863	$29,944	$33,474	$37,560	$41,580	53
312.60 Mgr Power Plant	$38,721	$34,054	$37,615	$41,787	$46,200	34
313.00 Comptroller	$57,500	$51,500	$55,608	$60,000	$69,500	49
313.10 Manager Payroll	$32,355	$27,250	$31,564	$34,885	$41,528	60
314.00 Dir Accounting	$43,600	$38,600	$41,289	$44,825	$51,014	55
314.10 Staff Accountant-Hi	$31,320	$26,050	$28,342	$33,026	$40,423	53
314.20 Staff Accountant-Lo	$25,021	$21,600	$23,215	$27,000	$29,549	47
315.00 Bursar	$38,421	$33,244	$36,630	$41,100	$47,200	42
315.10 Assc Bursar	$32,394	$26,560	$29,521	$33,700	$43,967	7
316.00 Dir Purchasing	$46,300	$36,816	$43,690	$48,410	$52,650	61
316.10 Assc Dir Purchasing	$36,908	$30,800	$32,678	$37,919	$41,761	26
317.00 Dir Bookstore	$45,510	$39,960	$41,500	$46,552	$50,944	38
317.10 Assc Dir Bookstore	$30,000	$23,115	$26,544	$32,300	$36,430	19
318.00 Dir Internal Audit	$43,409	$35,080	$41,190	$46,500	$52,400	42
319.00 Dir Aux Services	$53,156	$47,100	$52,632	$54,999	$64,983	31
319.10 Mgr Mail Services	$25,613	$22,414	$24,232	$28,500	$30,948	52
320.00 Dir Campus Security	$44,369	$39,000	$43,184	$48,434	$53,500	68
321.00 Dir Risk Mgt/Ins	$46,730	$33,343	$40,040	$47,965	$55,700	12
322.00 Admin Hosp Med Ctr	*	*	*	*	*	2
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	3
322.20 Dir Med Ctr Pers	*	*	*	*	*	2
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$78,132	$61,626	$72,620	$83,517	$93,935	45
401.10 Dir Annual Giving	$38,000	$31,814	$35,594	$42,468	$49,954	45
401.20 Dir Corp/Fndtn Rel	$43,313	$34,575	$39,283	$45,662	$52,392	30
401.30 Coord Res Dev	$30,952	$25,000	$30,000	$32,604	$41,118	17
401.40 Dir Estate Pln	$52,539	$47,973	$51,300	$56,445	$59,850	16
402.00 Chf Public Rel Off	$59,300	$44,940	$54,570	$60,742	$69,325	39
402.10 Dir Gov/Leg Rel	$60,857	$48,750	$58,379	$63,376	$72,136	20
403.00 Chf Dev/Pub Rel Off	$82,539	$73,000	$80,000	$84,644	$88,500	23
404.00 Dir Alumni Affairs	$40,550	$35,310	$38,150	$44,264	$49,884	57
405.00 Dir Dev/Alumni Aff	$53,700	$40,499	$53,000	$54,400	$59,715	6
406.00 Dir Spec/Defer Gifts	$48,185	$40,190	$43,885	$56,000	$59,400	12
407.00 Dir Church Relations	$56,780	$37,030	$51,640	$57,265	$60,875	5
408.00 Dir Community Serv	$43,828	$25,130	$42,456	$45,200	$48,756	8
409.00 Dir Publications	$39,615	$34,004	$38,331	$40,863	$50,428	45
409.10 Assc Dir Publicatns	$31,476	$26,148	$29,521	$34,278	$38,434	19
409.20 Mgr Printing Srv	$35,019	$29,014	$32,965	$35,864	$39,785	50
410.00 Dir Info Office	$45,848	$40,344	$43,900	$48,012	$53,750	23
411.00 Dir News Bureau	$35,139	$27,055	$31,519	$37,900	$41,115	35
STUDENT SERVICES						
501.00 Chf Student Aff Off	$80,281	$70,000	$78,750	$83,500	$90,000	66
501.50 Dean of Students	$54,000	$47,600	$51,876	$55,812	$60,605	27
502.00 Chief Admissions Off	$53,760	$44,364	$49,300	$55,640	$62,350	53
502.10 Assc Dir Admissions	$35,394	$31,158	$34,796	$37,848	$42,993	50
502.20 Admissions Counselor	$22,936	$19,000	$21,931	$23,544	$29,609	47
502.30 Academic Advisor	$26,054	$20,804	$23,625	$27,400	$30,861	27
503.00 Dir.Adm & Registrar	$61,212	$53,124	$60,000	$62,712	$73,404	11
504.00 Registrar	$49,692	$41,985	$48,000	$52,000	$55,678	59
504.10 Assc Registrar	$37,448	$31,374	$36,140	$41,862	$45,012	42
504.20 Asst Registrar	$29,529	$27,033	$29,000	$29,990	$32,344	36
505.00 Dir Adm/Fin Aid	$63,375	$56,987	$60,500	$66,250	$70,000	4
506.00 Dir Student Fin Aid	$48,422	$42,821	$47,000	$51,072	$54,232	67
506.10 Assc Dir Std Fin Aid	$34,192	$29,754	$32,304	$35,628	$39,143	53
507.00 Dir Food Services	$50,497	$39,323	$44,897	$53,039	$55,500	17
507.10 Assc Dir Food Serv	$38,058	$26,800	$32,244	$41,667	$45,000	13
508.00 Dir Student Housing	$43,900	$36,528	$42,672	$44,810	$51,072	57
508.10 Assc Dir Std Housing	$32,061	$27,318	$31,336	$33,132	$37,586	31
508.20 Housing Off/Adm Opr	$32,945	$26,509	$30,740	$33,170	$37,768	18
508.30 Housing Off/Res Life	$32,085	$26,620	$30,750	$37,815	$42,600	28
509.00 Dir. Union/Std Act	$43,135	$33,851	$37,918	$49,375	$51,532	18
510.00 Dir Foreign Students	$35,000	$28,182	$31,751	$36,650	$50,019	29
511.00 Dir Student Union	$42,592	$35,580	$39,168	$46,943	$52,150	36
511.10 Assc Dir Std Union	$36,847	$26,000	$32,500	$38,400	$45,899	24
512.00 Dir Std Activities	$39,364	$30,280	$37,700	$42,636	$46,752	45
513.00 Dir Std Placement	$44,777	$38,587	$42,800	$46,152	$52,000	66
514.00 Dir Std Counseling	$48,699	$39,700	$44,800	$50,388	$58,102	63
514.10 Assc Dir Std Cnslg	$36,698	$32,516	$34,240	$40,624	$47,000	16
515.00 Dir Std Hlth-Physicn	$72,550	$56,000	$67,100	$77,000	$88,425	39
516.00 Dir Std Hlth-Nurse	$34,650	$31,900	$34,155	$40,000	$44,832	29
517.00 Dir Campus Ministries	$43,550	$38,000	$42,550	$46,890	$49,309	16
518.00 Dir Athletics	$68,951	$57,591	$63,000	$72,474	$81,849	62
519.00 Dir Sports Info	$31,340	$26,500	$29,040	$33,504	$37,173	62
520.00 Dir Athletics/Men	$51,443	$41,800	$50,700	$52,185	$63,009	6
521.00 Dir Athletics/Women	$45,800	$39,600	$45,150	$47,543	$50,700	19
522.00 Dir Campus Rec	$33,800	$29,091	$31,500	$40,394	$46,215	47
523.00 Chief Enrollment Mgmt	$62,000	$54,484	$59,000	$62,246	$69,621	17
524.00 Dir Minority Affairs	$39,663	$30,160	$38,000	$40,386	$52,300	36
525.00 Dir Conferences	$42,500	$32,900	$39,500	$47,830	$55,800	22

*denotes 3 cases or fewer

TABLE 21
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $8 MILLION OR LESS

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$62,000	$35,400	$60,049	$70,000	$83,389	9
102.00 CEO / Single Inst	$70,530	$58,000	$65,146	$75,000	$90,000	82
102.10 Asst to CEO/Single	$28,359	$20,600	$27,000	$33,673	$42,000	24
103.00 Exec Vice Pres	$50,000	$40,000	$48,490	$50,110	$63,205	16
ACADEMIC						
201.00 Chief Acad Off	$50,055	$40,000	$46,300	$53,358	$58,000	85
202.00 Chf Hlth Prof Off	*	*	*	*	*	2
203.00 Dir Library Serv	$30,000	$25,000	$28,119	$30,850	$35,362	81
203.10 Circulatn Librarian	$20,733	$14,000	$18,000	$21,600	$24,925	22
203.20 Acquistns Librarian	$22,461	$14,884	$21,380	$23,541	$26,000	8
203.30 Tech Serv Librarian	$20,297	$15,875	$19,352	$21,000	$25,350	34
203.40 Public Serv Librarian	$21,525	$18,300	$21,200	$23,000	$27,200	13
203.50 Reference Librarian	$22,319	$19,637	$22,000	$22,575	$28,073	26
204.00 Dir Instit Research	$32,095	$24,500	$28,000	$34,728	$36,550	16
204.10 Assc Dir Inst Res	*	*	*	*	*	1
205.00 Dir Educ Media Serv	$23,500	$15,595	$21,500	$24,599	$28,392	23
206.00 Dir Learning Res Ctr	$23,100	$19,050	$22,032	$27,500	$33,000	27
207.00 Dir Internatl Std Ed	*	*	*	*	*	2
208.00 Dir Comp Ctr,Opr/Acad	$29,042	$21,750	$24,700	$32,800	$37,500	22
208.10 Assc Dir CC Opr/Acad	*	*	*	*	*	3
209.00 Admn,Grants-Contract	$22,500	$21,000	$21,000	$24,000	$37,748	6
212.00 Dean,Arts & Letters	*	*	*	*	*	3
213.00 Dean,Arts & Sciences	$35,000	$25,340	$32,010	$37,500	$51,360	9
214.00 Dean,Business	$37,000	$28,973	$34,250	$37,360	$46,988	15
215.00 Dean,Communications	*	*	*	*	*	3
216.00 Dean,Continuing Ed	$34,350	$28,941	$33,200	$36,050	$42,525	14
217.00 Dean,Dentistry	*	*	*	*	*	1
218.00 Dean,Education	$34,500	$28,151	$31,437	$35,400	$41,557	18
219.00 Dean,Engineering	*	*	*	*	*	1
221.00 Dean,Extension	*	*	*	*	*	2
222.00 Dean,Fine Arts	$29,840	$24,900	$28,320	$31,985	$34,815	5
223.00 Dean,Graduate Program	$43,553	$37,960	$42,500	$47,220	$52,974	11
226.00 Dean,Humanities	$38,010	$30,870	$35,396	$39,000	$41,545	11
227.00 Dean,Instruction	*	*	*	*	*	1
228.00 Dean,Law	*	*	*	*	*	1
230.00 Dean,Mathematics	$33,720	$29,840	$33,538	$33,902	$37,166	8
232.00 Dean,Music	$28,210	$23,000	$25,340	$31,080	$35,200	4
233.00 Dean,Nursing	$43,500	$32,800	$42,000	$45,000	$48,500	8
237.00 Dean,Sciences	$34,804	$32,560	$34,000	$35,608	$36,000	8
238.00 Dean,Social Sciences	$32,425	$29,000	$30,870	$34,340	$36,592	12
239.00 Dean,Social Work	*	*	*	*	*	2
240.00 Dean,Special Programs	$34,950	$26,000	$32,000	$37,440	$46,500	7
241.00 Dean,Undergrad Prog	*	*	*	*	*	2
ADMINISTRATIVE						
301.00 Chief Business Off	$45,368	$36,680	$41,600	$49,750	$56,916	79
301.01 Chief Admin Off	$46,901	$30,000	$39,000	$54,168	$56,100	7
301.02 Chief Financial Off	$38,320	$33,200	$34,739	$41,000	$52,500	12
302.00 Chief Planning Off	*	*	*	*	*	2
303.00 Chief Budgeting Off	*	*	*	*	*	2
303.10 Assc Budget Dir	*	*	*	*	*	1
304.00 Chief Plan-Budgt Off	*	*	*	*	*	1
306.00 Chf Personnel/HR Off	$27,671	$20,765	$25,750	$28,135	$33,500	18
306.10 Assc Dir Pers/HR	*	*	*	*	*	2
306.20 Manager Benefits	*	*	*	*	*	1
306.40 Manager Empl Relatns	*	*	*	*	*	1
306.60 Manager Employment	*	*	*	*	*	1
306.70 Mgr Wage-Sal/Mgr,Comp	*	*	*	*	*	2
307.00 Dir AA/EEO	*	*	*	*	*	1
307.10 Assc Dir AA/EEO	*	*	*	*	*	1
308.00 Dir Pers-AA	$24,418	$12,600	$24,274	$24,561	$27,011	8
309.00 Dir Computer Center	$31,200	$25,400	$30,500	$32,942	$37,395	27
309.10 Assc Dir Computer Ctr	$18,700	$16,538	$18,388	$19,350	$31,950	5
309.20 Data Base Admin	$17,815	$15,000	$17,550	$18,080	$19,941	4
309.30 Sys Analyst I-Hi	$29,350	$18,000	$24,700	$34,000	$40,432	4
309.40 Sys Analyst II-Lo	*	*	*	*	*	1
309.50 Prog Analyst I-Hi	*	*	*	*	*	3
309.60 Prog Analyst II-Lo	$22,245	$21,495	$22,050	$22,440	$22,465	6
310.00 Dir, Comp Ctr Opr/Ad	$28,053	$22,000	$26,859	$30,695	$35,275	15
310.10 Assc Dir Comp Ctr	$24,367	$17,450	$24,285	$24,449	$43,273	4
311.00 Dir Inform Systems	$35,037	$23,000	$31,500	$37,800	$39,000	7
312.00 Chf Phys Plnt/Fac	$30,000	$23,086	$29,015	$31,628	$36,750	62
312.10 Assc Dir Phys Plnt	$25,960	$21,250	$24,910	$28,575	$30,245	24
312.20 Mgr Landscape/Grds	$22,230	$14,700	$19,000	$23,154	$27,270	11
312.30 Mgr Bldg Mnt Trades	$25,000	$18,900	$22,724	$25,871	$32,000	9
312.40 Mgr Tech Trades	*	*	*	*	*	1
312.50 Mgr Custodial Srv	$19,771	$16,800	$19,268	$21,280	$23,365	14
312.60 Mgr Power Plant	*	*	*	*	*	3
313.00 Comptroller	$31,444	$24,360	$30,000	$32,490	$37,350	29
313.10 Manager Payroll	$18,280	$13,900	$17,400	$19,240	$22,260	16
314.00 Dir Accounting	$23,935	$20,000	$22,500	$25,010	$29,472	18
314.10 Staff Accountant-Hi	$21,430	$18,000	$19,550	$22,509	$26,688	24
314.20 Staff Accountant-Lo	$16,998	$14,500	$16,050	$18,448	$21,940	10
315.00 Bursar	$21,800	$18,000	$18,900	$22,050	$26,500	7
315.10 Assc Bursar	$21,900	$17,000	$19,000	$24,800	$30,313	4
316.00 Dir Purchasing	$23,700	$18,756	[illegible]	$25,200	$26,510	7
316.10 Assc Dir Purchasing	*	*	*	*	*	3
317.00 Dir Bookstore	$18,900	$15,690	$17,791	$19,900	$21,430	45
317.10 Assc Dir Bookstore	$15,950	$12,000	$15,500	$16,400	$18,100	8

*denotes 3 cases or fewer

TABLE 21
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $8 MILLION OR LESS

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
318.00 Dir Internal Audit	*	*	*	*	*	1
319.00 Dir Aux Services	$26,750	$25,000	$25,000	$27,285	$28,352	7
319.10 Mgr Mail Services	$14,241	$11,440	$14,000	$15,500	$17,389	21
320.00 Dir Campus Security	$18,297	$14,000	$17,980	$19,119	$25,000	24
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$43,200	$37,250	$40,000	$46,589	$54,600	66
401.10 Dir Annual Giving	$28,250	$22,700	$26,900	$30,000	$36,300	28
401.20 Dir Corp/Fndtn Rel	$30,000	$23,000	$23,625	$30,068	$38,400	7
401.30 Coord Res Dev	$18,000	$15,600	$17,665	$21,285	$23,850	7
401.40 Dir Estate Pln	$32,130	$25,366	$30,750	$33,200	$37,640	11
402.00 Chf Public Rel Off	$27,038	$21,095	$24,837	$28,407	$34,323	30
402.10 Dir Gov/Leg Rel	*	*	*	*	*	1
403.00 Chf Dev/Pub Rel Off	$33,600	$26,400	$31,358	$37,126	$43,680	15
404.00 Dir Alumni Affairs	$23,333	$19,400	$22,100	$25,000	$28,000	52
405.00 Dir Dev/Alumni Aff	$27,929	$17,500	$25,357	$30,500	$33,200	4
406.00 Dir Spec/Defer Gifts	$35,256	$20,800	$27,958	$37,910	$37,934	7
407.00 Dir Church Relations	$30,450	$22,260	$24,879	$31,356	$36,137	12
408.00 Dir Community Serv	$27,300	$20,693	$25,840	$27,839	$34,395	5
409.00 Dir Publications	$22,896	$17,700	$21,348	$23,021	$26,115	16
409.10 Assc Dir Publicatns	$23,900	$18,120	$20,259	$25,000	$26,085	7
409.20 Mgr Printing Srv	$18,000	$15,000	$16,800	$20,250	$23,500	17
410.00 Dir Info Office	$24,970	$18,625	$24,485	$25,966	$31,240	18
411.00 Dir News Bureau	$18,466	$18,000	$18,432	$18,500	$19,300	8
STUDENT SERVICES						
501.00 Chf Student Aff Off	$36,813	$31,500	$35,350	$38,000	$44,088	57
501.50 Dean of Students	$33,500	$24,500	$32,614	$35,708	$42,000	28
502.00 Chief Admissions Off	$31,500	$26,400	$29,000	$33,250	$38,000	59
502.10 Assc Dir Admissions	$23,250	$19,795	$22,200	$24,000	$25,755	41
502.20 Admissions Counselor	$17,613	$15,550	$17,000	$18,000	$19,109	60
502.30 Academic Advisor	$25,200	$21,841	$24,000	$27,032	$27,745	11
503.00 Dir.Adm & Registrar	*	*	*	*	*	3
504.00 Registrar	$28,400	$22,414	$27,343	$29,700	$33,520	80
504.10 Assc Registrar	$23,270	$18,020	$19,400	$24,847	$25,730	11
504.20 Asst Registrar	$15,950	$14,450	$15,600	$16,500	$18,300	18
505.00 Dir Adm/Fin Aid	$40,000	$31,000	$39,000	$40,000	$45,194	11
506.00 Dir Student Fin Aid	$25,419	$22,050	$24,622	$27,037	$30,000	71
506.10 Assc Dir Std Fin Aid	$19,220	$16,480	$18,150	$20,406	$24,138	25
507.00 Dir Food Services	$27,591	$14,450	$25,000	$27,825	$31,436	19
507.10 Assc Dir Food Serv	$21,000	$16,250	$18,000	$22,210	$27,000	7
508.00 Dir Student Housing	$21,361	$16,650	$20,004	$23,520	$27,000	24
508.10 Assc Dir Std Housing	$16,127	$11,200	$15,900	$16,354	$24,100	4
508.20 Housing Off/Adm Opr	$13,680	$12,845	$13,385	$15,640	$21,300	5
508.30 Housing Off/Res Life	$16,500	$14,000	$15,655	$18,000	$21,499	21
509.00 Dir, Union/Std Act	$21,796	$19,500	$20,000	$23,591	$23,934	4
510.00 Dir Foreign Students	$26,367	$15,500	$23,760	$28,973	$32,110	8
511.00 Dir Student Union	*	*	*	*	*	2
512.00 Dir Std Activities	$20,500	$17,650	$20,000	$22,000	$25,100	33
513.00 Dir Std Placement	$22,659	$19,694	$22,020	$24,000	$25,850	46
514.00 Dir Std Counseling	$24,370	$19,800	$23,000	$25,955	$31,000	34
514.10 Assc Dir Std Cnslg	$22,620	$21,090	$21,474	$27,000	$30,000	7
515.00 Dir Std Hlth-Physicn	$19,292	$16,337	$18,383	$23,746	$38,357	5
516.00 Dir Std Hlth-Nurse	$17,700	$14,228	$16,664	$18,656	$24,853	33
517.00 Dir Campus Ministries	$25,130	$18,720	$21,988	$26,000	$30,000	39
518.00 Dir Athletics	$30,572	$25,870	$29,413	$32,207	$36,087	61
519.00 Dir Sports Info	$18,178	$14,437	$17,800	$18,500	$22,303	12
520.00 Dir Athletics/Men	*	*	*	*	*	2
521.00 Dir Athletics/Women	$20,831	$15,000	$15,461	$26,200	$37,074	4
522.00 Dir Campus Rec	$21,458	$16,700	$19,925	$22,000	$24,173	12
523.00 Chief Enrollment Mgmt	$48,220	$37,500	$46,440	$50,000	$57,750	8
524.00 Dir Minority Affairs	$25,100	$23,700	$25,000	$25,200	$26,147	5
525.00 Dir Conferences	$31,460	$20,825	$28,230	$32,230	$36,500	5

*denotes 3 cases or fewer

TABLE 22
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $8 - $12 MILLION

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$68,300	$62,400	$63,940	$74,500	$90,000	7
101.10 Asst to CEO/System	*	*	*	*	*	1
102.00 CEO / Single Inst	$85,000	$70,284	$80,125	$88,000	$100,000	83
102.10 Asst to CEO/Single	$28,600	$22,200	$27,000	$30,250	$40,592	33
103.00 Exec Vice Pres	$58,500	$52,471	$56,074	$60,000	$72,298	14
ACADEMIC						
201.00 Chief Acad Off	$58,074	$50,500	$56,180	$60,950	$65,770	92
202.00 Chf Hlth Prof Off	*	*	*	*	*	3
203.00 Dir Library Serv	$35,600	$30,347	$34,500	$37,000	$40,020	92
203.10 Circulatn Librarian	$20,000	$13,550	$16,878	$22,000	$24,590	32
203.20 Acquistns Librarian	$22,264	$13,875	$20,000	$25,750	$28,758	30
203.30 Tech Serv Librarian	$25,007	$21,000	$24,025	$26,393	$29,250	55
203.40 Public Serv Librarian	$25,066	$20,841	$24,523	$26,295	$29,825	30
203.50 Reference Librarian	$25,985	$22,452	$24,500	$26,834	$29,150	61
204.00 Dir Instit Research	$32,789	$18,831	$29,400	$33,253	$36,330	18
205.00 Dir Educ Media Serv	$24,600	$20,500	$22,500	$26,493	$29,600	34
206.00 Dir Learning Res Ctr	$24,618	$22,050	$23,870	$27,888	$32,700	23
207.00 Dir Internatl Std Ed	$32,062	$27,520	$32,000	$32,123	$42,933	8
208.00 Dir Comp Ctr,Opr/Acad	$31,182	$25,933	$30,223	$32,136	$36,462	23
208.10 Assc Dir CC Opr/Acad	$21,525	$17,000	$21,100	$25,000	$31,537	9
209.00 Admn,Grants-Contract	$28,164	$24,312	$27,299	$30,000	$33,537	13
212.00 Dean,Arts & Letters	*	*	*	*	*	3
213.00 Dean,Arts & Sciences	$46,250	$37,600	$43,393	$50,615	$54,449	14
214.00 Dean,Business	$49,025	$40,000	$47,520	$52,000	$54,521	19
215.00 Dean,Communications	$32,885	$27,000	$30,570	$35,200	$47,920	4
216.00 Dean,Continuing Ed	$41,500	$32,750	$39,678	$45,049	$49,893	26
218.00 Dean,Education	$44,810	$33,000	$42,319	$46,400	$51,913	12
219.00 Dean,Engineering	*	*	*	*	*	2
221.00 Dean,Extension	*	*	*	*	*	1
222.00 Dean,Fine Arts	$38,623	$31,462	$34,330	$42,093	$45,727	10
223.00 Dean,Graduate Program	$45,934	$40,392	$45,000	$47,000	$50,000	14
224.00 Dean,Hlth-Rltd Prof	$41,000	$33,500	$40,500	$41,370	$46,353	5
226.00 Dean,Humanities	$43,896	$40,404	$42,000	$45,792	$55,434	8
230.00 Dean,Mathematics	$34,150	$23,000	$33,400	$34,900	$39,427	4
232.00 Dean,Music	$35,725	$30,000	$31,950	$39,500	$39,809	6
233.00 Dean,Nursing	$42,369	$41,548	$42,032	$43,463	$46,250	10
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	2
237.00 Dean,Sciences	$38,839	$34,950	$38,178	$39,500	$56,512	8
238.00 Dean,Social Sciences	$36,149	$31,642	$34,164	$38,900	$43,500	9
239.00 Dean,Social Work	*	*	*	*	*	1
240.00 Dean,Special Programs	$38,592	$29,468	$35,796	$38,796	$44,110	5
241.00 Dean,Undergrad Prog	$48,724	$41,212	$47,948	$49,500	$62,000	4
ADMINISTRATIVE						
301.00 Chief Business Off	$54,884	$46,000	$51,975	$60,000	$66,000	76
301.01 Chief Admin Off	$42,000	$33,000	$41,000	$43,000	$56,890	8
301.02 Chief Financial Off	$44,860	$34,000	$39,700	$50,000	$55,000	16
301.10 Dir Health & Safety	*	*	*	*	*	2
301.20 Dir Telecommunic	$19,500	$13,873	$17,023	$21,500	$40,250	5
302.00 Chief Planning Off	$50,000	$40,320	$48,000	$52,000	$55,000	7
303.00 Chief Budgeting Off	$35,000	$31,110	$34,750	$39,080	$50,080	5
303.10 Assc Budget Dir	$35,769	$28,600	$33,538	$38,000	$45,100	6
304.00 Chief Plan-Budgt Off	*	*	*	*	*	2
305.00 General Counsel	*	*	*	*	*	1
306.00 Chf Personnel/HR Off	$28,513	$23,220	$27,316	$30,222	$37,800	38
306.10 Assc Dir Pers/HR	$24,000	$18,832	$23,500	$27,000	$31,729	5
306.20 Manager Benefits	$20,500	$19,372	$20,500	$20,500	$22,115	4
306.40 Manager Empl Relatns	*	*	*	*	*	1
306.60 Manager Employment	*	*	*	*	*	1
306.70 Mgr Wage-Sal/Mgr,Comp	*	*	*	*	*	1
307.00 Dir AA/EEO	*	*	*	*	*	1
308.00 Dir Pers-AA	$28,330	$21,110	$27,896	$28,829	$34,195	15
309.00 Dir Computer Center	$38,000	$31,619	$35,310	$39,375	$42,400	41
309.10 Assc Dir Computer Ctr	$25,900	$21,100	$25,000	$29,615	$35,280	13
309.20 Data Base Admin	$24,008	$21,000	$22,462	$25,553	$39,800	5
309.30 Sys Analyst I-Hi	$27,000	$25,754	$27,000	$27,000	$29,728	11
309.40 Sys Analyst II-Lo	$21,500	$17,401	$20,500	$22,117	$23,787	5
309.50 Prog Analyst I-Hi	$24,608	$21,700	$23,400	$25,895	$27,749	21
309.60 Prog Analyst II-Lo	$18,237	$18,000	$18,000	$18,678	$21,590	11
310.00 Dir, Comp Ctr Opr/Ad	$29,800	$23,375	$27,415	$34,400	$36,578	32
310.10 Assc Dir Comp Ctr	$22,000	$19,500	$20,750	$22,000	$30,108	13
311.00 Dir Inform Systems	$23,501	$20,000	$21,000	$35,000	$37,382	7
312.00 Chf Phys Plnt/Fac	$36,000	$30,236	$34,000	$37,000	$41,870	81
312.10 Assc Dir Phys Plnt	$25,000	$19,570	$23,000	$27,400	$28,725	34
312.20 Mgr Landscape/Grnds	$20,850	$16,707	$20,000	$21,632	$24,612	24
312.30 Mgr Bldg Mnt Trades	$25,800	$22,857	$24,516	$28,541	$34,972	15
312.40 Mgr Tech Trades	$22,714	$21,500	$22,500	$26,732	$30,282	11
312.50 Mgr Custodial Srv	$22,200	$17,280	$20,140	$23,895	$27,000	32
312.60 Mgr Power Plant	$23,305	$22,318	$22,714	$23,895	$24,100	6
313.00 Comptroller	$35,485	$28,494	$34,000	$37,850	$42,000	52
313.10 Manager Payroll	$21,410	$18,421	$20,459	$23,163	$28,460	20
314.00 Dir Accounting	$25,000	$21,388	$23,750	$26,000	$29,893	15
314.10 Staff Accountant-Hi	$23,006	$19,200	$22,050	$24,055	$28,500	29
314.20 Staff Accountant-Lo	$19,550	$16,390	$18,538	$20,092	$23,500	17
315.00 Bursar	$26,022	$18,470	$23,060	$29,500	$34,500	19
315.10 Assc Bursar	$17,000	$15,500	$16,200	$17,500	$21,975	7
316.00 Dir Purchasing	$22,200	$18,173	$20,859	$24,293	$28,064	29
316.10 Assc Dir Purchasing	$20,250	$17,355	$18,980	$20,599	$24,316	5
317.00 Dir Bookstore	$21,372	$18,200	$20,000	$23,100	$25,551	56

*denotes 3 cases or fewer

TABLE 22
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $8 - $12 MILLION

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
317.10 Assc Dir Bookstore	$15,825	$14,713	$15,425	$17,082	$22,254	10
318.00 Dir Internal Audit	*	*	*	*	*	3
319.00 Dir Aux Services	$23,099	$17,406	$21,191	$24,913	$35,250	10
319.10 Mgr Mail Services	$15,000	$12,980	$14,541	$15,880	$16,839	31
320.00 Dir Campus Security	$23,350	$18,651	$21,270	$25,100	$28,350	46
321.00 Dir Risk Mgt/Ins	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$53,500	$41,056	$50,000	$58,020	$64,560	77
401.10 Dir Annual Giving	$30,000	$25,000	$28,500	$34,300	$38,500	47
401.20 Dir Corp/Fndtn Rel	$32,000	$27,299	$31,500	$33,500	$41,000	22
401.30 Coord Res Dev	$25,400	$20,200	$24,467	$26,150	$31,614	15
401.40 Dir Estate Pln	$36,365	$25,000	$27,196	$37,060	$41,200	18
402.00 Chf Public Rel Off	$31,710	$26,000	$30,160	$32,860	$37,500	55
402.10 Dir Gov/Leg Rel	*	*	*	*	*	1
403.00 Chf Dev/Pub Rel Off	$47,652	$35,700	$47,100	$48,204	$67,500	8
404.00 Dir Alumni Affairs	$26,700	$22,350	$24,910	$28,850	$34,000	73
405.00 Dir Dev/Alumni Aff	$42,500	$38,387	$40,000	$45,000	$45,150	6
406.00 Dir Spec/Defer Gifts	$33,991	$30,000	$33,014	$35,000	$38,800	16
407.00 Dir Church Relations	$30,665	$23,041	$29,102	$33,283	$36,505	10
408.00 Dir Community Serv	*	*	*	*	*	2
409.00 Dir Publications	$29,357	$20,025	$27,101	$30,462	$34,388	20
409.10 Assc Dir Publicatns	$19,357	$18,450	$18,492	$20,000	$21,535	7
409.20 Mgr Printing Srv	$19,491	$15,500	$18,471	$22,000	$25,622	25
410.00 Dir Info Office	$27,038	$23,000	$25,000	$27,500	$33,210	29
411.00 Dir News Bureau	$22,400	$16,843	$20,500	$23,060	$28,220	11
STUDENT SERVICES						
501.00 Chf Student Aff Off	$44,331	$40,000	$43,529	$45,542	$50,900	74
501.50 Dean of Students	$36,000	$25,000	$30,000	$37,150	$42,800	32
502.00 Chief Admissions Off	$35,105	$29,985	$34,004	$39,500	$47,315	65
502.10 Assc Dir Admissions	$24,000	$21,000	$23,174	$24,500	$26,500	63
502.20 Admissions Counselor	$18,700	$16,585	$18,000	$19,143	$20,956	69
502.30 Academic Advisor	$25,440	$19,192	$23,450	$27,354	$29,160	12
503.00 Dir.Adm & Registrar	$30,000	$20,926	$28,726	$30,236	$33,086	5
504.00 Registrar	$29,945	$25,325	$27,831	$30,941	$35,788	81
504.10 Assc Registrar	$22,050	$18,500	$20,753	$22,099	$25,896	11
504.20 Asst Registrar	$19,300	$16,050	$18,866	$20,010	$25,090	33
505.00 Dir Adm/Fin Aid	$43,600	$33,075	$40,500	$47,500	$50,500	19
506.00 Dir Student Fin Aid	$29,019	$25,000	$27,300	$30,500	$35,000	84
506.10 Assc Dir Std Fin Aid	$20,000	$17,490	$19,155	$20,620	$22,725	46
507.00 Dir Food Services	$30,853	$26,000	$29,200	$32,000	$35,440	16
507.10 Assc Dir Food Serv	$22,260	$17,486	$17,604	$23,000	$24,939	7
508.00 Dir Student Housing	$24,040	$20,000	$23,000	$26,000	$28,150	41
508.10 Assc Dir Std Housing	$18,490	$13,236	$17,255	$20,300	$24,600	14
508.20 Housing Off/Adm Opr	$22,300	$15,220	$18,950	$22,892	$24,667	5
508.30 Housing Off/Res Life	$22,900	$17,750	$21,023	$24,288	$26,888	25
509.00 Dir, Union/Std Act	$24,183	$23,099	$23,500	$24,865	$27,000	6
510.00 Dir Foreign Students	$21,511	$18,000	$21,000	$22,020	$29,632	15
511.00 Dir Student Union	$24,350	$17,000	$21,600	$24,500	$26,150	13
511.10 Assc Dir Std Union	*	*	*	*	*	1
512.00 Dir Std Activities	$21,162	$16,000	$19,400	$23,194	$27,090	55
513.00 Dir Std Placement	$24,542	$21,739	$23,850	$25,875	$29,607	65
514.00 Dir Std Counseling	$28,080	$25,423	$27,000	$29,623	$33,657	55
514.10 Assc Dir Std Cnslg	$22,542	$21,000	$22,251	$22,833	$26,700	6
515.00 Dir Std Hlth-Physicn	$21,700	$9,630	$20,400	$23,000	$32,169	8
516.00 Dir Std Hlth-Nurse	$21,036	$16,512	$19,469	$22,550	$24,883	61
517.00 Dir Campus Ministries	$25,593	$20,600	$23,042	$27,662	$30,100	45
518.00 Dir Athletics	$35,446	$30,000	$34,500	$38,383	$41,453	73
519.00 Dir Sports Info	$20,000	$15,200	$18,182	$20,903	$24,513	30
520.00 Dir Athletics/Men	*	*	*	*	*	1
521.00 Dir Athletics/Women	$22,772	$22,000	$22,550	$26,801	$31,277	7
522.00 Dir Campus Rec	$24,540	$16,667	$21,806	$25,200	$30,200	13
523.00 Chief Enrollment Mgmt	$42,225	$36,180	$38,648	$45,000	$58,795	12
524.00 Dir Minority Affairs	$25,191	$20,000	$20,688	$29,694	$43,000	8
525.00 Dir Conferences	$27,662	$16,980	$22,050	$32,140	$36,285	9

*denotes 3 cases or fewer

TABLE 23
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $12 - $20 MILLION

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$101,250	$77,765	$94,500	$108,000	$116,600	6
101.10 Asst to CEO/System	*	*	*	*	*	1
102.00 CEO / Single Inst	$95,500	$80,648	$90,300	$101,325	$115,000	86
102.10 Asst to CEO/Single	$37,475	$26,738	$35,845	$40,000	$51,250	44
103.00 Exec Vice Pres	$65,580	$55,650	$63,000	$67,500	$82,500	13
ACADEMIC						
201.00 Chief Acad Off	$69,541	$59,953	$66,182	$71,300	$80,003	94
203.00 Dir Library Serv	$42,823	$37,300	$41,500	$46,226	$50,800	89
203.10 Circulatn Librarian	$23,000	$19,000	$21,600	$24,753	$31,500	41
203.20 Acquistns Librarian	$28,605	$22,565	$25,714	$30,200	$36,575	40
203.30 Tech Serv Librarian	$28,020	$24,150	$26,780	$29,500	$34,969	52
203.40 Public Serv Librarian	$30,490	$23,656	$26,441	$32,530	$36,819	34
203.50 Reference Librarian	$26,800	$22,387	$25,000	$27,693	$31,750	70
204.00 Dir Instit Research	$40,813	$31,268	$38,900	$43,134	$52,000	24
204.10 Assc Dir Inst Res	$28,750	$22,660	$24,500	$33,000	$36,500	6
205.00 Dir Educ Media Serv	$28,743	$22,578	$27,618	$30,240	$35,700	46
206.00 Dir Learning Res Ctr	$31,836	$25,000	$28,200	$36,223	$41,412	22
207.00 Dir Internatl Std Ed	$39,219	$28,400	$36,524	$41,601	$47,400	16
208.00 Dir Comp Ctr,Opr/Acad	$38,353	$31,000	$37,060	$41,600	$46,175	38
208.10 Assc Dir CC Opr/Acad	$26,600	$23,634	$26,285	$27,097	$29,628	15
209.00 Admn,Grants-Contract	$27,000	$24,500	$25,680	$29,376	$42,016	13
211.00 Dean,Agriculture	*	*	*	*	*	2
212.00 Dean,Arts & Letters	$50,160	$48,174	$50,001	$50,820	$55,990	5
213.00 Dean,Arts & Sciences	$51,962	$45,427	$50,000	$53,331	$56,000	14
214.00 Dean,Business	$54,000	$50,368	$52,750	$58,850	$69,300	27
215.00 Dean,Communications	$38,081	$30,950	$37,931	$38,230	$55,593	4
216.00 Dean,Continuing Ed	$46,378	$34,000	$44,520	$48,006	$54,000	26
218.00 Dean,Education	$51,000	$40,775	$50,000	$53,062	$57,019	25
219.00 Dean,Engineering	*	*	*	*	*	3
221.00 Dean,Extension	*	*	*	*	*	2
222.00 Dean,Fine Arts	$45,584	$36,165	$43,500	$51,000	$53,050	12
223.00 Dean,Graduate Program	$49,500	$42,166	$49,000	$51,875	$55,000	18
224.00 Dean,Hlth-Rltd Prof	$55,750	$39,690	$55,750	$55,750	$56,878	4
226.00 Dean,Humanities	$51,669	$37,954	$40,312	$53,123	$55,841	15
227.00 Dean,Instruction	*	*	*	*	*	3
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	1
230.00 Dean,Mathematics	$54,434	$36,600	$53,568	$55,300	$55,300	6
232.00 Dean,Music	$44,225	$32,594	$38,600	$49,850	$60,667	4
233.00 Dean,Nursing	$52,165	$41,333	$51,500	$53,000	$58,136	14
234.00 Dean,Occ Std/Voc Ed	$53,150	$47,568	$53,150	$53,150	$56,347	6
237.00 Dean,Sciences	$49,785	$41,130	$47,567	$52,000	$55,611	16
238.00 Dean,Social Sciences	$47,700	$34,806	$45,239	$50,000	$53,273	17
240.00 Dean,Special Programs	$44,942	$36,700	$37,431	$47,000	$53,815	7
241.00 Dean,Undergrad Prog	$55,000	$54,000	$55,000	$55,000	$55,800	6
ADMINISTRATIVE						
301.00 Chief Business Off	$67,360	$57,392	$63,735	$70,100	$78,000	81
301.01 Chief Admin Off	$51,000	$42,883	$48,888	$52,847	$57,895	10
301.02 Chief Financial Off	$52,112	$43,500	$48,150	$52,850	$60,000	17
301.10 Dir Health & Safety	*	*	*	*	*	3
301.20 Dir Telecommunic	$27,983	$24,209	$27,233	$30,200	$42,888	10
302.00 Chief Planning Off	$47,143	$42,881	$45,612	$50,881	$59,250	10
303.00 Chief Budgeting Off	$41,600	$32,513	$40,500	$46,680	$51,608	18
303.10 Assc Budget Dir	$29,500	$24,897	$29,147	$29,500	$30,050	5
304.00 Chief Plan-Budgt Off	*	*	*	*	*	3
306.00 Chf Personnel/HR Off	$34,430	$30,001	$33,610	$36,000	$42,000	42
306.10 Assc Dir Pers/HR	$30,105	$24,994	$28,570	$30,530	$32,300	9
306.20 Manager Benefits	$24,763	$19,405	$22,252	$27,374	$29,559	11
306.30 Manager Training-Dev	*	*	*	*	*	1
306.50 Manager Labor Rel	*	*	*	*	*	1
306.60 Manager Employment	$23,745	$23,044	$23,172	$27,235	$27,538	7
306.70 Mgr Wage-Sal/Mgr,Comp	*	*	*	*	*	2
306.80 Mgr Personnel Inf Sys	*	*	*	*	*	2
307.00 Dir AA/EEO	$46,650	$30,000	$38,000	$55,300	$68,337	6
307.10 Assc Dir AA/EEO	*	*	*	*	*	1
308.00 Dir Pers-AA	$31,180	$27,700	$30,000	$35,397	$39,450	22
309.00 Dir Computer Center	$43,615	$37,175	$42,194	$45,200	$48,100	46
309.10 Assc Dir Computer Ctr	$32,723	$27,883	$32,016	$36,712	$42,000	16
309.20 Data Base Admin	$29,200	$23,352	$27,500	$32,616	$40,516	5
309.30 Sys Analyst I-Hi	$28,332	$25,200	$26,900	$28,875	$34,020	16
309.40 Sys Analyst II-Lo	$24,480	$21,700	$24,124	$25,008	$35,000	13
309.50 Prog Analyst I-Hi	$26,950	$24,000	$26,150	$27,572	$29,970	29
309.60 Prog Analyst II-Lo	$22,553	$20,000	$21,513	$23,694	$24,600	25
310.00 Dir, Comp Ctr Opr/Ad	$39,500	$30,020	$34,665	$39,867	$46,045	35
310.10 Assc Dir Comp Ctr	$32,500	$30,200	$32,200	$32,600	$34,937	11
311.00 Dir Inform Systems	$44,230	$30,500	$42,600	$47,326	$54,504	11
312.00 Chf Phys Plnt/Fac	$44,100	$38,000	$42,110	$45,050	$50,000	76
312.10 Assc Dir Phys Plnt	$31,700	$27,700	$30,492	$35,545	$39,515	31
312.20 Mgr Landscape/Grds	$25,352	$22,265	$24,250	$27,170	$30,000	42
312.30 Mgr Bldg Mnt Trades	$29,248	$25,831	$27,493	$29,500	$33,777	31
312.40 Mgr Tech Trades	$29,864	$26,700	$28,600	$32,208	$34,440	14
312.50 Mgr Custodial Srv	$23,550	$20,122	$22,660	$24,338	$27,925	50
312.60 Mgr Power Plant	$32,760	$24,468	$28,793	$35,721	$37,828	9
313.00 Comptroller	$41,823	$35,712	$40,000	$44,000	$48,860	67
313.10 Manager Payroll	$22,200	$19,323	$22,000	$23,300	$27,218	33
314.00 Dir Accounting	$31,460	$26,044	$30,718	$34,694	$37,100	27
314.10 Staff Accountant-Hi	$24,828	$21,004	$23,440	$26,339	$30,000	33
314.20 Staff Accountant-Lo	$20,100	$17,625	$19,567	$20,500	$26,500	23
315.00 Bursar	$26,000	$23,044	$24,750	$26,650	$32,431	21

*denotes 3 cases or fewer

TABLE 23
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $12 - $20 MILLION

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
315.10 Assc Bursar	*	*	*	*	*	3
316.00 Dir Purchasing	$30,065	$24,500	$28,300	$31,498	$35,786	41
316.10 Assc Dir Purchasing	$21,880	$19,404	$21,360	$22,400	$28,284	6
317.00 Dir Bookstore	$24,713	$21,252	$23,300	$26,250	$29,689	66
317.10 Assc Dir Bookstore	$18,755	$15,671	$17,180	$19,555	$21,106	10
318.00 Dir Internal Audit	$39,465	$23,600	$39,329	$39,600	$46,489	6
319.00 Dir Aux Services	$37,738	$31,800	$34,409	$41,222	$47,300	14
319.10 Mgr Mail Services	$17,125	$15,799	$16,737	$17,721	$19,480	36
320.00 Dir Campus Security	$29,359	$24,899	$28,013	$30,205	$34,800	63
321.00 Dir Risk Mgt/Ins	*	*	*	*	*	1
322.00 Admin Hosp Med Ctr	*	*	*	*	*	1
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	1
322.20 Dir Med Ctr Pers	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$61,380	$47,800	$59,125	$64,950	$75,000	76
401.10 Dir Annual Giving	$31,944	$25,000	$28,890	$33,670	$40,247	52
401.20 Dir Corp/Fndtn Rel	$37,462	$32,000	$35,300	$39,000	$46,250	34
401.30 Coord Res Dev	$24,720	$21,355	$23,300	$25,500	$28,750	16
401.40 Dir Estate Pln	$36,362	$28,600	$35,000	$39,827	$48,000	19
402.00 Chf Public Rel Off	$35,926	$30,500	$33,600	$37,300	$45,550	58
402.10 Dir Gov/Leg Rel	*	*	*	*	*	1
403.00 Chf Dev/Pub Rel Off	$59,575	$38,200	$57,000	$62,500	$76,000	17
404.00 Dir Alumni Affairs	$31,200	$26,460	$30,000	$33,132	$37,520	72
405.00 Dir Dev/Alumni Aff	$42,000	$35,900	$40,000	$43,000	$45,000	11
406.00 Dir Spec/Defer Gifts	$41,600	$31,000	$35,694	$44,000	$50,000	18
407.00 Dir Church Relations	$36,205	$29,745	$32,025	$39,763	$55,176	12
408.00 Dir Community Serv	$29,815	$26,460	$28,000	$31,630	$32,988	6
409.00 Dir Publications	$29,100	$25,000	$28,044	$31,000	$33,990	32
409.10 Assc Dir Publicatns	$21,840	$20,000	$20,800	$26,200	$29,500	17
409.20 Mgr Printing Srv	$24,100	$19,163	$23,725	$25,000	$28,300	29
410.00 Dir Info Office	$26,975	$22,800	$25,800	$28,900	$34,894	32
411.00 Dir News Bureau	$21,500	$19,304	$21,000	$22,880	$25,110	13
STUDENT SERVICES						
501.00 Chf Student Aff Off	$53,500	$45,000	$50,535	$55,226	$62,682	74
501.50 Dean of Students	$43,104	$38,200	$42,000	$45,000	$50,699	29
502.00 Chief Admissions Off	$42,500	$33,000	$38,566	$45,301	$56,300	79
502.10 Assc Dir Admissions	$28,443	$23,982	$27,600	$30,300	$34,805	62
502.20 Admissions Counselor	$20,157	$17,755	$19,500	$21,000	$22,880	73
502.30 Academic Advisor	$27,551	$23,153	$24,653	$28,790	$36,908	20
503.00 Dir.Adm & Registrar	*	*	*	*	*	3
504.00 Registrar	$35,496	$28,879	$33,452	$37,500	$42,500	88
504.10 Assc Registrar	$25,024	$20,440	$23,583	$25,863	$31,720	21
504.20 Asst Registrar	$21,497	$18,736	$20,610	$23,304	$26,843	24
505.00 Dir Adm/Fin Aid	$52,500	$40,811	$51,506	$54,050	$68,000	13
506.00 Dir Student Fin Aid	$34,828	$31,000	$33,455	$36,244	$40,499	88
506.10 Assc Dir Std Fin Aid	$23,378	$20,488	$22,700	$24,720	$26,002	44
507.00 Dir Food Services	$38,800	$27,150	$31,235	$39,950	$45,104	20
507.10 Assc Dir Food Serv	$24,413	$22,281	$24,244	$25,923	$32,639	15
508.00 Dir Student Housing	$28,400	$23,100	$26,493	$31,425	$35,823	55
508.10 Assc Dir Std Housing	$21,450	$18,535	$20,355	$25,300	$33,250	16
508.20 Housing Off/Adm Opr	$18,770	$18,000	$18,540	$19,000	$28,058	4
508.30 Housing Off/Res Life	$22,638	$18,362	$21,500	$24,300	$30,194	28
509.00 Dir, Union/Std Act	$28,300	$24,000	$27,020	$30,800	$35,350	14
510.00 Dir Foreign Students	$24,730	$22,000	$24,000	$27,200	$28,406	8
511.00 Dir Student Union	$32,609	$27,938	$31,986	$36,000	$39,768	12
511.10 Assc Dir Std Union	$24,849	$22,000	$22,050	$27,647	$30,000	8
512.00 Dir Std Activities	$26,750	$21,458	$25,357	$27,179	$33,517	57
513.00 Dir Std Placement	$31,200	$24,910	$30,000	$33,048	$37,444	77
514.00 Dir Std Counseling	$35,342	$28,000	$32,727	$37,450	$41,500	58
514.10 Assc Dir Std Cnslg	$28,088	$22,000	$27,000	$29,081	$31,420	15
515.00 Dir Std Hlth-Physicn	$34,405	$25,144	$33,800	$40,500	$64,199	7
516.00 Dir Std Hlth-Nurse	$25,926	$20,198	$24,000	$27,580	$30,252	51
517.00 Dir Campus Ministries	$31,740	$25,595	$28,835	$33,860	$36,500	47
518.00 Dir Athletics	$43,000	$35,942	$41,934	$46,543	$49,500	77
519.00 Dir Sports Info	$22,074	$17,067	$20,000	$22,826	$24,325	37
520.00 Dir Athletics/Men	*	*	*	*	*	2
521.00 Dir Athletics/Women	$27,019	$18,438	$24,844	$29,429	$38,533	10
522.00 Dir Campus Rec	$24,670	$19,900	$23,084	$30,040	$31,035	22
523.00 Chief Enrollment Mgmt	$52,208	$37,531	$51,065	$53,185	$61,650	15
524.00 Dir Minority Affairs	$26,965	$23,750	$26,400	$29,784	$32,800	16
525.00 Dir Conferences	$26,515	$19,900	$24,840	$27,750	$34,215	19

*denotes 3 cases or fewer

TABLE 24
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $20 MILLION OR MORE

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$93,454	$82,688	$88,095	$98,812	$127,400	4
101.10 Asst to CEO/System	*	*	*	*	*	1
102.00 CEO / Single Inst	$118,500	$96,000	$106,500	$122,000	$140,710	85
102.10 Asst to CEO/Single	$43,600	$33,000	$40,130	$48,636	$60,000	55
103.00 Exec Vice Pres	$90,250	$81,798	$85,200	$92,000	$104,000	13
ACADEMIC						
201.00 Chief Acad Off	$77,420	$70,000	$75,250	$80,000	$91,100	86
202.00 Chf Hlth Prof Off	*	*	*	*	*	3
203.00 Dir Library Serv	$50,691	$42,217	$48,624	$52,000	$59,250	83
203.10 Circulatn Librarian	$25,000	$20,900	$24,000	$26,000	$28,787	37
203.20 Acquistns Librarian	$33,500	$24,625	$32,077	$35,650	$40,114	42
203.30 Tech Serv Librarian	$33,424	$26,000	$31,650	$34,600	$39,820	64
203.40 Public Serv Librarian	$34,983	$27,051	$31,916	$36,525	$42,043	40
203.50 Reference Librarian	$30,499	$25,300	$28,400	$33,930	$37,724	64
204.00 Dir Instit Research	$41,054	$32,172	$39,276	$43,160	$53,000	34
204.10 Assc Dir Inst Res	$33,084	$24,632	$32,736	$34,811	$41,391	9
205.00 Dir Educ Media Serv	$32,328	$25,000	$30,859	$33,548	$41,393	45
206.00 Dir Learning Res Ctr	$32,000	$25,896	$30,104	$34,620	$38,299	25
207.00 Dir Internatl Std Ed	$45,751	$37,000	$45,000	$48,264	$55,799	18
208.00 Dir Comp Ctr,Opr/Acad	$48,108	$37,174	$44,707	$50,186	$55,929	45
208.10 Assc Dir CC Opr/Acad	$33,100	$26,000	$28,942	$37,706	$43,750	20
209.00 Admn,Grants-Contract	$37,686	$26,280	$35,107	$40,000	$47,652	18
210.00 Dean,Architecture	*	*	*	*	*	2
211.00 Dean,Agriculture	*	*	*	*	*	2
212.00 Dean,Arts & Letters	$60,000	$46,365	$52,849	$63,250	$64,950	7
213.00 Dean,Arts & Sciences	$65,675	$58,482	$63,511	$72,375	$78,200	20
214.00 Dean,Business	$60,000	$50,000	$58,316	$65,838	$72,790	29
215.00 Dean,Communications	*	*	*	*	*	1
216.00 Dean,Continuing Ed	$52,015	$41,700	$51,444	$55,172	$60,896	33
218.00 Dean,Education	$56,391	$46,000	$50,775	$63,722	$67,000	14
219.00 Dean,Engineering	$64,821	$53,935	$56,830	$74,000	$75,756	7
221.00 Dean,Extension	*	*	*	*	*	3
222.00 Dean,Fine Arts	$52,015	$43,334	$52,015	$52,015	$59,000	8
223.00 Dean,Graduate Program	$53,550	$35,086	$47,685	$54,750	$68,600	17
224.00 Dean,Hlth-Rltd Prof	$63,725	$40,405	$63,400	$64,050	$64,750	4
225.00 Dean,Home Economics	*	*	*	*	*	2
226.00 Dean,Humanities	$50,733	$43,800	$45,520	$55,200	$58,158	12
227.00 Dean,Instruction	*	*	*	*	*	1
228.00 Dean,Law	*	*	*	*	*	3
230.00 Dean,Mathematics	$47,202	$41,825	$45,711	$53,233	$66,981	5
232.00 Dean,Music	*	*	*	*	*	2
233.00 Dean,Nursing	$57,599	$45,655	$53,294	$61,666	$66,473	5
234.00 Dean,Occ Std/Voc Ed	$62,676	$60,150	$61,988	$63,199	$64,611	5
235.00 Dean,Pharmacy	*	*	*	*	*	1
237.00 Dean,Sciences	$56,700	$48,392	$54,088	$61,351	$66,426	15
238.00 Dean,Social Sciences	$50,600	$44,963	$50,200	$50,830	$61,137	13
240.00 Dean,Special Programs	$62,347	$55,000	$57,299	$65,210	$65,520	7
241.00 Dean,Undergrad Prog	$48,832	$46,600	$47,244	$64,000	$64,767	7
ADMINISTRATIVE						
301.00 Chief Business Off	$77,175	$64,650	$75,500	$80,000	$90,337	75
301.01 Chief Admin Off	$64,237	$58,800	$60,459	$71,000	$77,175	14
301.02 Chief Financial Off	$63,500	$47,796	$60,604	$68,793	$75,000	23
301.10 Dir Health & Safety	$32,064	$30,240	$31,500	$32,242	$50,000	7
301.20 Dir Telecommunic	$33,550	$24,094	$32,642	$37,720	$54,771	15
302.00 Chief Planning Off	$66,719	$54,250	$60,091	$74,130	$84,800	14
303.00 Chief Budgeting Off	$49,389	$36,732	$48,500	$53,000	$55,650	21
303.10 Assc Budget Dir	$38,501	$32,900	$38,040	$38,961	$39,700	8
304.00 Chief Plan-Budgt Off	$51,000	$38,800	$46,500	$73,346	$78,600	9
305.00 General Counsel	$52,570	$46,266	$52,140	$53,000	$65,104	4
306.00 Chf Personnel/HR Off	$45,000	$38,200	$42,820	$47,800	$55,000	69
306.10 Assc Dir Pers/HR	$31,800	$27,475	$31,050	$33,857	$38,862	25
306.20 Manager Benefits	$29,550	$22,575	$25,800	$31,135	$33,979	22
306.30 Manager Training-Dev	$28,116	$23,000	$27,536	$28,696	$39,200	4
306.40 Manager Empl Relatns	$37,060	$32,213	$36,830	$40,205	$49,105	5
306.60 Manager Employment	$28,538	$25,000	$28,436	$28,640	$31,351	8
306.70 Mgr Wage-Sal/Mgr,Comp	*	*	*	*	*	2
306.80 Mgr Personnel Inf Sys	$25,931	$21,375	$25,861	$26,000	$33,017	8
307.00 Dir AA/EEO	$43,705	$37,283	$42,228	$47,131	$53,703	15
307.10 Assc Dir AA/EEO	*	*	*	*	*	2
308.00 Dir Pers-AA	$44,420	$41,200	$43,000	$45,000	$46,544	12
309.00 Dir Computer Center	$54,100	$43,500	$52,450	$55,522	$63,000	46
309.10 Assc Dir Computer Ctr	$38,865	$31,600	$38,315	$41,780	$45,395	29
309.20 Data Base Admin	$39,531	$33,800	$38,700	$41,500	$55,125	7
309.30 Sys Analyst I-Hi	$35,304	$28,705	$33,200	$39,250	$42,995	32
309.40 Sys Analyst II-Lo	$26,350	$24,000	$26,300	$27,000	$31,273	14
309.50 Prog Analyst I-Hi	$33,075	$26,760	$31,263	$35,852	$39,540	49
309.60 Prog Analyst II-Lo	$26,045	$22,600	$25,117	$26,977	$31,575	45
310.00 Dir. Comp Ctr Opr/Ad	$49,907	$40,250	$47,193	$52,250	$57,000	30
310.10 Assc Dir Comp Ctr	$36,987	$31,450	$35,100	$38,000	$42,204	17
311.00 Dir Inform Systems	$52,000	$43,431	$45,600	$57,490	$68,320	15
312.00 Chf Phys Plnt/Fac	$50,922	$44,500	$49,550	$52,800	$59,000	74
312.10 Assc Dir Phys Plnt	$40,251	$33,495	$37,209	$42,830	$48,262	45
312.20 Mgr Landscape/Grds	$31,000	$25,147	$29,358	$31,398	$33,500	45
312.30 Mgr Bldg Mnt Trades	$33,900	$30,090	$33,300	$35,069	$39,326	33
312.40 Mgr Tech Trades	$36,000	$28,800	$32,406	$36,700	$39,300	16
312.50 Mgr Custodial Srv	$30,200	$26,375	$29,825	$31,733	$35,895	45
312.60 Mgr Power Plant	$39,100	$32,154	$37,952	$40,085	$42,520	18
313.00 Comptroller	$51,504	$41,092	$47,788	$54,000	$61,032	60

*denotes 3 cases or fewer

BEST COPY AVAILABLE

TABLE 24
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $20 MILLION OR MORE

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
313.10 Manager Payroll	$26,995	$19,800	$26,700	$27,800	$34,098	34
314.00 Dir Accounting	$37,800	$29,514	$33,500	$38,600	$42,100	33
314.10 Staff Accountant-Hi	$31,816	$25,158	$30,105	$33,350	$41,643	40
314.20 Staff Accountant-Lo	$25,866	$21,500	$24,365	$26,183	$29,000	37
315.00 Bursar	$34,948	$27,560	$31,500	$36,000	$41,965	33
315.10 Asse Bursar	$27,534	$25,439	$26,611	$28,348	$29,500	10
316.00 Dir Purchasing	$36,610	$30,000	$33,283	$40,926	$45,750	45
316.10 Asse Dir Purchasing	$29,532	$24,846	$28,500	$31,292	$33,012	11
317.00 Dir Bookstore	$33,100	$25,790	$31,658	$33,804	$36,805	50
317.10 Asse Dir Bookstore	$21,300	$19,593	$20,400	$22,000	$26,250	17
318.00 Dir Internal Audit	$38,468	$34,860	$36,401	$42,395	$47,700	12
319.00 Dir Aux Services	$43,872	$34,000	$41,300	$45,000	$52,000	23
319.10 Mgr Mail Services	$22,395	$18,656	$21,215	$23,300	$27,144	36
320.00 Dir Campus Security	$33,316	$27,810	$31,200	$35,500	$40,658	76
321.00 Dir Risk Mgt/Ins	*	*	*	*	*	2
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$71,400	$60,300	$67,398	$73,500	$87,625	75
401.10 Dir Annual Giving	$34,348	$28,000	$31,345	$37,758	$45,717	64
401.20 Dir Corp/Fndtn Rel	$40,000	$32,250	$37,190	$43,100	$50,687	50
401.30 Coord Res Dev	$30,000	$26,833	$28,635	$31,489	$35,310	33
401.40 Dir Estate Pln	$48,500	$42,418	$47,325	$51,475	$57,650	30
402.00 Chf Public Rel Off	$46,720	$37,215	$41,983	$50,000	$57,390	61
402.10 Dir Gov/Leg Rel	$50,376	$36,732	$38,196	$62,556	$66,685	4
403.00 Chf Dev/Pub Rel Off	$68,500	$50,000	$65,000	$71,155	$75,727	16
404.00 Dir Alumni Affairs	$39,600	$31,500	$36,500	$41,789	$47,468	77
405.00 Dir Dev/Alumni Aff	$54,161	$47,700	$54,000	$54,322	$65,000	8
406.00 Dir Spec/Defer Gifts	$44,529	$36,400	$43,400	$47,800	$58,000	28
407.00 Dir Church Relations	$41,069	$37,316	$40,389	$43,700	$47,700	9
408.00 Dir Community Serv	$31,657	$24,355	$29,633	$37,524	$46,900	10
409.00 Dir Publications	$32,147	$26,750	$30,973	$34,173	$42,099	45
409.10 Asse Dir Publicatns	$28,850	$22,231	$25,680	$30,800	$36,089	23
409.20 Mgr Printing Srv	$27,466	$23,100	$25,161	$30,296	$33,123	38
410.00 Dir Info Office	$34,302	$29,400	$33,188	$36,000	$42,050	24
411.00 Dir News Bureau	$28,572	$23,500	$27,300	$30,030	$33,400	32
STUDENT SERVICES						
501.00 Chf Student Aff Off	$61,000	$52,600	$57,020	$64,000	$70,500	78
501.50 Dean of Students	$47,237	$35,650	$44,017	$50,240	$61,000	35
502.00 Chief Admissions Off	$50,985	$41,210	$48,198	$54,310	$63,600	73
502.10 Asse Dir Admissions	$33,529	$29,508	$32,500	$35,080	$41,000	72
502.20 Admissions Counselor	$22,195	$18,562	$21,400	$23,254	$25,701	68
502.30 Academic Advisor	$32,523	$23,175	$28,100	$34,960	$42,800	18
503.00 Dir.Adm & Registrar	*	*	*	*	*	3
504.00 Registrar	$43,300	$36,400	$40,970	$45,422	$50,644	83
504.10 Asse Registrar	$31,700	$25,000	$30,000	$32,180	$34,290	23
504.20 Asst Registrar	$25,062	$21,500	$23,415	$26,000	$30,200	32
505.00 Dir Adm/Fin Aid	$52,000	$42,135	$48,963	$60,550	$73,200	12
506.00 Dir Student Fin Aid	$40,197	$34,014	$39,140	$43,250	$49,628	88
506.10 Asse Dir Std Fin Aid	$27,246	$22,600	$25,600	$29,040	$31,690	56
507.00 Dir Food Services	$46,975	$36,232	$45,700	$50,000	$56,000	24
507.10 Asse Dir Food Serv	$32,421	$28,050	$32,000	$32,700	$40,000	19
508.00 Dir Student Housing	$34,638	$25,608	$32,000	$36,353	$40,866	59
508.10 Asse Dir Std Housing	$24,689	$20,700	$23,000	$25,000	$29,508	21
508.20 Housing Off/Adm Opr	$33,105	$20,793	$32,370	$33,840	$40,167	8
508.30 Housing Off/Res Life	$28,250	$19,131	$26,100	$29,775	$35,846	26
509.00 Dir. Union/Std Act	$33,200	$26,000	$31,250	$33,950	$37,596	15
510.00 Dir Foreign Students	$31,331	$24,000	$27,000	$31,935	$40,421	21
511.00 Dir Student Union	$35,220	$26,806	$33,343	$37,860	$40,443	15
511.10 Asse Dir Std Union	$23,663	$19,500	$20,500	$25,500	$26,532	12
512.00 Dir Std Activities	$31,470	$25,785	$28,000	$34,460	$40,000	56
513.00 Dir Std Placement	$35,064	$30,250	$34,484	$38,520	$43,500	77
514.00 Dir Std Counseling	$41,563	$34,270	$39,900	$43,323	$48,141	68
514.10 Asse Dir Std Cnslg	$33,052	$23,500	$27,432	$36,635	$49,135	17
515.00 Dir Std Hlth-Physicn	$79,525	$36,500	$67,000	$83,800	$91,461	18
516.00 Dir Std Hlth-Nurse	$29,200	$21,381	$27,735	$31,800	$34,274	54
517.00 Dir Campus Ministries	$38,406	$31,100	$36,081	$39,842	$44,450	50
518.00 Dir Athletics	$51,702	$41,407	$49,140	$54,798	$61,069	70
519.00 Dir Sports Info	$23,000	$19,500	$21,500	$23,800	$26,000	47
520.00 Dir Athletics/Men	$45,177	$43,250	$43,850	$46,784	$52,371	9
521.00 Dir Athletics/Women	$38,160	$34,355	$38,100	$38,850	$41,865	13
522.00 Dir Campus Rec	$31,425	$25,600	$28,500	$34,274	$40,646	29
523.00 Chief Enrollment Mgmt	$59,976	$49,366	$59,191	$60,500	$73,041	15
524.00 Dir Minority Affairs	$33,298	$27,630	$32,150	$37,370	$43,000	38
525.00 Dir Conferences	$32,654	$28,950	$30,959	$35,501	$46,365	30

---

*denotes 3 cases or fewer

TABLE 25
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $6.4 MILLION OR LESS

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$65,000	$58,000	$64,100	$67,000	$77,000	14
102.00 CEO / Single Inst	$70,232	$57,750	$66,800	$73,500	$76,000	68
102.10 Asst to CEO/Single	$36,603	$28,000	$32,828	$43,575	$44,623	16
103.00 Exec Vice Pres	$62,000	$49,000	$59,000	$63,052	$80,000	9
ACADEMIC						
201.00 Chief Acad Off	$50,800	$44,000	$49,163	$54,318	$59,149	74
202.00 Chf Hlth Prof Off	*	*	*	*	*	3
203.00 Dir Library Serv	$33,873	$26,000	$31,383	$35,000	$43,672	53
203.10 Circulatn Librarian	$22,917	$16,460	$22,050	$23,784	$29,833	8
203.20 Acquistns Librarian	$23,547	$10,500	$23,000	$24,093	$25,579	4
203.30 Tech Serv Librarian	$24,150	$21,000	$21,446	$26,853	$27,900	6
203.40 Public Serv Librarian	*	*	*	*	*	1
203.50 Reference Librarian	$25,656	$21,600	$24,115	$26,071	$30,348	11
204.00 Dir Instit Research	$31,594	$26,000	$29,100	$35,874	$38,522	13
204.10 Assc Dir Inst Res	*	*	*	*	*	1
205.00 Dir Educ Media Serv	$29,021	$18,640	$25,024	$32,661	$36,000	14
206.00 Dir Learning Res Ctr	$32,935	$24,975	$30,559	$35,475	$42,120	32
207.00 Dir Internatl Std Ed	*	*	*	*	*	1
208.00 Dir Comp Ctr,Opr/Acad	$26,317	$23,111	$24,000	$28,634	$36,894	8
209.00 Admn,Grants-Contract	$40,000	$24,284	$37,630	$41,117	$46,779	9
211.00 Dean,Agriculture	*	*	*	*	*	1
212.00 Dean,Arts & Letters	$36,919	$33,712	$36,537	$37,301	$47,800	4
213.00 Dean,Arts & Sciences	$48,900	$44,242	$47,000	$49,213	$54,160	7
214.00 Dean,Business	$39,055	$31,788	$37,577	$41,151	$45,684	17
215.00 Dean,Communications	*	*	*	*	*	3
216.00 Dean,Continuing Ed	$44,856	$37,285	$42,294	$45,424	$50,000	29
217.00 Dean,Dentistry	*	*	*	*	*	1
218.00 Dean,Education	*	*	*	*	*	2
219.00 Dean,Engineering	*	*	*	*	*	3
222.00 Dean,Fine Arts	*	*	*	*	*	2
224.00 Dean,Hlth-Rltd Prof	$43,223	$41,640	$42,228	$44,218	$46,562	6
226.00 Dean,Humanities	$41,874	$40,726	$41,387	$42,192	$45,255	5
227.00 Dean,Instruction	$43,000	$38,747	$42,347	$46,410	$50,325	5
228.00 Dean,Law	*	*	*	*	*	1
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	2
230.00 Dean,Mathematics	*	*	*	*	*	2
233.00 Dean,Nursing	$41,337	$39,900	$41,000	$41,500	$44,189	11
234.00 Dean,Occ Std/Voc Ed	$44,000	$40,000	$43,602	$46,041	$49,200	21
237.00 Dean,Sciences	$43,615	$40,020	$41,788	$45,441	$45,600	6
238.00 Dean,Social Sciences	*	*	*	*	*	3
240.00 Dean,Special Programs	$38,419	$31,663	$38,022	$38,816	$38,955	6
241.00 Dean,Undergrad Prog	*	*	*	*	*	1
ADMINISTRATIVE						
301.00 Chief Business Off	$46,503	$35,303	$43,600	$50,000	$55,246	72
301.01 Chief Admin Off	$50,368	$48,410	$49,300	$51,304	$63,052	7
301.02 Chief Financial Off	$44,224	$36,097	$36,700	$45,000	$48,998	12
301.10 Dir Health & Safety	*	*	*	*	*	1
301.20 Dir Telecommunic	*	*	*	*	*	2
302.00 Chief Planning Off	*	*	*	*	*	2
303.00 Chief Budgeting Off	*	*	*	*	*	1
303.10 Assc Budget Dir	*	*	*	*	*	1
304.00 Chief Plan-Budgt Off	*	*	*	*	*	1
306.00 Chf Personnel/HR Off	$34,173	$21,700	$30,259	$36,203	$41,194	13
306.10 Assc Dir Pers/HR	*	*	*	*	*	1
306.20 Manager Benefits	*	*	*	*	*	2
306.60 Manager Employment	*	*	*	*	*	1
306.70 Mgr Wage-Sal/Mgr.Comp	*	*	*	*	*	2
307.00 Dir AA/EEO	$34,500	$25,212	$31,812	$40,929	$49,179	5
307.10 Assc Dir AA/EEO	*	*	*	*	*	1
308.00 Dir Pers-AA	$34,020	$23,004	$31,200	$36,000	$38,292	7
309.00 Dir Computer Center	$35,020	$28,668	$33,072	$38,110	$42,000	26
309.10 Assc Dir Computer Ctr	*	*	*	*	*	3
309.20 Data Base Admin	*	*	*	*	*	3
309.30 Sys Analyst I-Hi	$28,150	$23,712	$27,300	$29,000	$34,300	4
309.40 Sys Analyst II-Lo	$24,244	$19,690	$22,487	$26,000	$30,228	4
309.50 Prog Analyst I-Hi	*	*	*	*	*	2
309.60 Prog Analyst II-Lo	$21,770	$21,000	$21,340	$22,200	$26,339	8
310.00 Dir, Comp Ctr Opr/Ad	*	*	*	*	*	3
310.10 Assc Dir Comp Ctr	*	*	*	*	*	1
311.00 Dir Inform Systems	$30,833	$25,600	$28,417	$39,417	$48,500	5
312.00 Chf Phys Plnt/Fac	$30,134	$24,040	$28,734	$32,640	$37,164	44
312.10 Assc Dir Phys Plnt	$24,501	$17,688	$24,000	$25,001	$29,665	8
312.20 Mgr Landscape/Grds	$20,770	$17,784	$18,000	$24,150	$26,829	7
312.30 Mgr Bldg Mnt Trades	$25,000	$17,640	$23,058	$25,805	$30,480	9
312.40 Mgr Tech Trades	*	*	*	*	*	2
312.50 Mgr Custodial Srv	$22,565	$17,580	$19,400	$25,600	$31,200	12
312.60 Mgr Power Plant	*	*	*	*	*	1
313.00 Comptroller	$31,837	$28,314	$30,600	$33,540	$35,124	16
313.10 Manager Payroll	$22,200	$18,000	$21,612	$22,830	$30,000	11
314.00 Dir Accounting	$27,467	$18,706	$25,000	$29,700	$36,379	12
314.10 Staff Accountant-Hi	$23,300	$19,955	$22,110	$26,730	$31,788	12
314.20 Staff Accountant-Lo	$19,188	$15,937	$17,700	$19,671	$22,000	9
315.00 Bursar	*	*	*	*	*	3
316.00 Dir Purchasing	$23,906	$20,258	$22,244	$25,001	$31,951	18
317.00 Dir Bookstore	$17,351	$14,500	$16,000	$19,352	$24,200	34
317.10 Assc Dir Bookstore	$21,958	$14,560	$19,415	$24,500	$31,603	4
318.00 Dir Internal Audit	*	*	*	*	*	1
319.00 Dir Aux Services	$26,000	$15,000	$22,000	$28,476	$30,000	7

*denotes 3 cases or fewer

TABLE 25
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $6.4 MILLION OR LESS

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
319.10 Mgr Mail Services	$14,256	$11,381	$11,828	$14,900	$20,280	7
320.00 Dir Campus Security	$21,985	$18,985	$20,000	$23,800	$27,058	9
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$39,528	$32,000	$35,800	$40,000	$43,410	21
401.10 Dir Annual Giving	$27,825	$22,050	$27,050	$28,600	$43,887	4
401.20 Dir Corp/Fndtn Rel	*	*	*	*	*	2
401.30 Coord Res Dev	*	*	*	*	*	1
401.40 Dir Estate Pln	*	*	*	*	*	1
402.00 Chf Public Rel Off	$24,452	$23,076	$23,958	$26,232	$27,638	20
403.00 Chf Dev/Pub Rel Off	$30,944	$20,700	$30,032	$31,856	$38,100	8
404.00 Dir Alumni Affairs	$24,282	$20,000	$22,057	$25,959	$28,997	10
405.00 Dir Dev/Alumni Aff	*	*	*	*	*	3
406.00 Dir Spec/Defer Gifts	*	*	*	*	*	2
407.00 Dir Church Relations	*	*	*	*	*	2
408.00 Dir Community Serv	$34,535	$31,324	$31,787	$40,068	$44,827	13
409.00 Dir Publications	*	*	*	*	*	3
409.10 Assc Dir Publicatns	*	*	*	*	*	2
409.20 Mgr Printing Srv	$18,833	$16,968	$17,350	$20,316	$21,612	6
410.00 Dir Info Office	$28,998	$25,001	$28,000	$29,996	$38,489	6
STUDENT SERVICES						
501.00 Chf Student Aff Off	$42,503	$35,800	$40,632	$46,144	$54,507	46
501.50 Dean of Students	$41,989	$30,000	$40,000	$43,726	$52,300	23
502.00 Chief Admissions Off	$33,500	$25,659	$32,305	$35,468	$38,103	25
502.10 Assc Dir Admissions	$24,533	$18,000	$22,009	$26,784	$28,000	14
502.20 Admissions Counselor	$22,711	$17,138	$20,773	$25,000	$29,629	25
502.30 Academic Advisor	$31,884	$25,000	$29,962	$33,565	$36,996	7
503.00 Dir.Adm & Registrar	$36,667	$27,788	$29,567	$38,155	$41,034	17
504.00 Registrar	$27,782	$21,850	$26,519	$29,307	$33,488	47
504.10 Assc Registrar	*	*	*	*	*	3
504.20 Asst Registrar	$19,762	$19,270	$19,739	$19,785	$21,200	6
505.00 Dir Adm/Fin Aid	$35,098	$23,784	$35,024	$35,772	$41,736	13
506.00 Dir Student Fin Aid	$28,692	$22,500	$26,378	$31,000	$36,900	58
506.10 Assc Dir Std Fin Aid	$20,132	$17,945	$19,663	$20,600	$22,050	8
507.00 Dir Food Services	$19,800	$15,783	$18,238	$20,043	$28,604	10
507.10 Assc Dir Food Serv	*	*	*	*	*	2
508.00 Dir Student Housing	$21,320	$16,113	$17,422	$24,700	$30,680	12
508.20 Housing Off/Adm Opr	*	*	*	*	*	1
508.30 Housing Off/Res Life	$22,174	$8,712	$19,500	$24,848	$28,314	4
509.00 Dir, Union/Std Act	*	*	*	*	*	1
511.00 Dir Student Union	*	*	*	*	*	1
512.00 Dir Std Activities	$22,000	$18,500	$20,886	$28,852	$35,509	20
513.00 Dir Std Placement	$27,808	$22,500	$24,893	$31,368	$32,549	22
514.00 Dir Std Counseling	$31,745	$24,076	$29,200	$33,873	$39,789	33
514.10 Assc Dir Std Cnslg	$25,996	$22,360	$25,358	$29,302	$39,903	5
516.00 Dir Std Hlth-Nurse	$25,800	$18,500	$21,683	$26,973	$29,935	9
517.00 Dir Campus Ministries	$23,511	$19,652	$23,262	$23,760	$31,500	4
518.00 Dir Athletics	$30,988	$23,225	$29,700	$31,500	$37,584	26
519.00 Dir Sports Info	*	*	*	*	*	1
522.00 Dir Campus Rec	$22,900	$18,721	$21,050	$22,950	$29,575	5
523.00 Chief Enrollment Mgmt	*	*	*	*	*	2
524.00 Dir Minority Affairs	*	*	*	*	*	1
525.00 Dir Conferences	*	*	*	*	*	2

*denotes 3 cases or fewer

TABLE 26
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $6.4 - $11 MILLION

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$75,000	$70,000	$73,850	$77,100	$85,000	13
101.10 Asst to CEO/System	*	*	*	*	*	2
102.00 CEO / Single Inst	$76,201	$68,600	$74,533	$78,303	$85,000	74
102.10 Asst to CEO/Single	$37,000	$25,000	$34,264	$38,320	$53,374	23
103.00 Exec Vice Pres	$61,000	$48,445	$61,000	$61,000	$61,600	6
ACADEMIC						
201.00 Chief Acad Off	$57,972	$52,450	$55,980	$59,225	$63,360	82
202.00 Chf Hlth Prof Off	*	*	*	*	*	3
203.00 Dir Library Serv	$38,100	$30,028	$35,874	$41,435	$47,079	63
203.10 Circulatn Librarian	$25,839	$20,701	$23,977	$33,102	$38,323	15
203.20 Acquistns Librarian	$24,467	$22,350	$23,500	$35,690	$37,914	7
203.30 Tech Serv Librarian	$26,554	$22,400	$25,689	$30,232	$31,531	18
203.40 Public Serv Librarian	$29,853	$24,370	$28,172	$33,679	$40,498	12
203.50 Reference Librarian	$28,906	$24,124	$27,556	$30,657	$38,806	20
204.00 Dir Instit Research	$37,990	$27,720	$35,990	$40,020	$44,066	24
204.10 Assc Dir Inst Res	*	*	*	*	*	3
205.00 Dir Educ Media Serv	$35,941	$27,943	$33,517	$39,172	$45,337	25
206.00 Dir Learning Res Ctr	$41,823	$34,151	$39,408	$44,388	$46,425	31
208.00 Dir Comp Ctr,Opr/Acad	$42,810	$30,284	$42,673	$43,914	$48,073	13
208.10 Assc Dir CC Opr/Acad	$33,894	$32,733	$32,987	$34,800	$37,779	4
209.00 Admn,Grants-Contract	$29,000	$24,035	$28,000	$31,000	$36,100	9
211.00 Dean,Agriculture	*	*	*	*	*	2
212.00 Dean,Arts & Letters	$49,800	$42,673	$45,106	$50,847	$52,074	7
213.00 Dean,Arts & Sciences	$46,049	$40,541	$45,200	$46,285	$49,819	18
214.00 Dean,Business	$47,751	$39,240	$45,662	$48,981	$51,009	32
216.00 Dean,Continuing Ed	$47,500	$39,762	$45,747	$49,050	$52,775	55
218.00 Dean,Education	$40,140	$36,771	$39,603	$41,953	$48,253	5
219.00 Dean,Engineering	$50,337	$48,125	$49,461	$53,142	$55,054	11
221.00 Dean,Extension	$40,642	$38,186	$39,184	$42,100	$56,783	8
222.00 Dean,Fine Arts	*	*	*	*	*	2
224.00 Dean,Hlth-Rltd Prof	$44,551	$42,179	$44,452	$45,036	$50,696	23
226.00 Dean,Humanities	$47,854	$43,614	$46,824	$48,435	$51,640	20
227.00 Dean,Instruction	*	*	*	*	*	3
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	2
230.00 Dean,Mathematics	$48,973	$44,978	$48,500	$49,446	$50,796	6
232.00 Dean,Music	*	*	*	*	*	2
233.00 Dean,Nursing	$42,330	$39,400	$40,550	$42,858	$49,000	17
234.00 Dean,Occ Std/Voc Ed	$46,953	$41,774	$45,876	$48,420	$51,798	33
237.00 Dean,Sciences	$47,535	$38,931	$46,392	$49,500	$56,108	13
238.00 Dean,Social Sciences	$51,939	$43,663	$50,012	$53,677	$55,950	10
239.00 Dean,Social Work	*	*	*	*	*	2
240.00 Dean,Special Programs	$44,815	$41,548	$43,324	$44,944	$52,253	13
241.00 Dean,Undergrad Prog	*	*	*	*	*	2
ADMINISTRATIVE						
301.00 Chief Business Off	$53,235	$46,584	$52,406	$55,066	$62,389	76
301.01 Chief Admin Off	$52,755	$45,704	$51,897	$52,960	$61,930	10
301.02 Chief Financial Off	$40,000	$37,263	$39,868	$40,938	$43,248	10
301.10 Dir Health & Safety	*	*	*	*	*	1
301.20 Dir Telecommunic	*	*	*	*	*	2
302.00 Chief Planning Off	$45,312	$38,460	$38,780	$51,844	$54,845	6
303.00 Chief Budgeting Off	$45,048	$37,615	$44,856	$45,239	$45,709	6
303.10 Assc Budget Dir	*	*	*	*	*	1
304.00 Chief Plan-Budgt Off	*	*	*	*	*	2
305.00 General Counsel	*	*	*	*	*	2
306.00 Chf Personnel/HR Off	$37,402	$28,743	$35,442	$38,636	$43,467	30
306.10 Assc Dir Pers/HR	*	*	*	*	*	3
306.40 Manager Empl Relatns	*	*	*	*	*	1
306.70 Mgr Wage-Sal/Mgr.Comp	*	*	*	*	*	1
307.00 Dir AA/EEO	$38,912	$28,000	$34,839	$42,985	$54,166	4
307.10 Assc Dir AA/EEO	*	*	*	*	*	1
308.00 Dir Pers-AA	$35,545	$24,789	$34,350	$36,188	$43,527	20
309.00 Dir Computer Center	$40,533	$35,638	$39,600	$41,917	$46,432	33
309.10 Assc Dir Computer Ctr	$31,301	$25,085	$29,976	$32,350	$32,975	12
309.30 Sys Analyst I-Hi	$31,414	$29,586	$30,133	$32,861	$34,664	10
309.40 Sys Analyst II-Lo	*	*	*	*	*	1
309.50 Prog Analyst I-Hi	$29,287	$25,417	$28,151	$30,498	$32,679	20
309.60 Prog Analyst II-Lo	$24,378	$22,144	$23,579	$25,737	$30,209	11
310.00 Dir, Comp Ctr Opr/Ad	$32,607	$28,980	$30,000	$39,425	$40,857	12
310.10 Assc Dir Comp Ctr	*	*	*	*	*	3
311.00 Dir Inform Systems	$39,674	$31,945	$39,502	$39,846	$42,433	8
312.00 Chf Phys Plnt/Fac	$35,276	$30,900	$34,040	$37,613	$43,806	62
312.10 Assc Dir Phys Plnt	$26,891	$23,000	$25,320	$28,140	$34,500	18
312.20 Mgr Landscape/Grds	$21,144	$18,533	$21,120	$21,151	$25,600	13
312.30 Mgr Bldg Mnt Trades	$24,491	$22,801	$23,811	$25,362	$27,500	10
312.40 Mgr Tech Trades	*	*	*	*	*	2
312.50 Mgr Custodial Srv	$23,267	$16,430	$20,843	$23,892	$26,708	14
312.60 Mgr Power Plant	$34,000	$23,835	$32,500	$35,500	$37,500	4
313.00 Comptroller	$37,155	$30,816	$36,000	$38,372	$41,700	33
313.10 Manager Payroll	$23,425	$19,422	$22,960	$23,684	$24,000	11
314.00 Dir Accounting	$30,301	$26,575	$28,974	$31,700	$36,000	24
314.10 Staff Accountant-Hi	$24,720	$21,877	$24,000	$25,085	$25,376	13
314.20 Staff Accountant-Lo	$23,013	$16,250	$21,240	$23,719	$28,412	10
315.00 Bursar	$24,376	$22,500	$24,035	$24,800	$25,320	7
315.10 Assc Bursar	*	*	*	*	*	2
316.00 Dir Purchasing	$25,685	$22,579	$25,074	$27,028	$30,851	26
316.10 Assc Dir Purchasing	$21,452	$17,340	$18,252	$24,652	$26,000	6
317.00 Dir Bookstore	$22,000	$20,379	$21,536	$23,788	$27,454	45
317.10 Assc Dir Bookstore	$17,984	$15,360	$17,525	$18,442	$19,044	6

*denotes 3 cases or fewer

TABLE 26
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $6.4 - $11 MILLION

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
318.00 Dir Internal Audit	$33,616	$32,310	$33,458	$33,638	$34,830	5
319.00 Dir Aux Services	$32,851	$28,204	$30,285	$36,000	$44,025	12
319.10 Mgr Mail Services	$20,301	$15,225	$19,410	$22,040	$28,166	7
320.00 Dir Campus Security	$22,129	$19,560	$21,495	$23,362	$27,622	20
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$40,000	$33,315	$38,500	$43,500	$52,021	29
401.10 Dir Annual Giving	*	*	*	*	*	1
401.20 Dir Corp/Fndtn Rel	$31,657	$30,326	$31,555	$32,725	$36,812	5
401.30 Coord Res Dev	*	*	*	*	*	2
402.00 Chf Public Rel Off	$32,328	$24,993	$28,700	$32,979	$36,460	31
403.00 Chf Dev/Pub Rel Off	$37,482	$34,650	$35,768	$41,480	$48,000	12
404.00 Dir Alumni Affairs	$20,310	$20,000	$20,000	$20,619	$29,000	6
405.00 Dir Dev/Alumni Aff	*	*	*	*	*	3
406.00 Dir Spec/Defer Gifts	*	*	*	*	*	2
407.00 Dir Church Relations	*	*	*	*	*	2
408.00 Dir Community Serv	$35,369	$30,396	$33,796	$39,433	$50,481	22
409.00 Dir Publications	$29,142	$19,000	$29,026	$29,258	$34,135	8
409.10 Assc Dir Publicatns	*	*	*	*	*	3
409.20 Mgr Printing Srv	$20,787	$19,550	$20,500	$23,866	$31,130	11
410.00 Dir Info Office	$27,838	$24,305	$25,750	$32,582	$34,469	17
STUDENT SERVICES						
501.00 Chf Student Aff Off	$51,128	$42,372	$48,220	$52,318	$55,794	73
501.50 Dean of Students	$46,495	$41,267	$45,294	$47,800	$53,560	18
502.00 Chief Admissions Off	$37,626	$30,240	$36,485	$38,590	$45,004	43
502.10 Assc Dir Admissions	$24,350	$21,675	$24,000	$25,000	$27,684	14
502.20 Admissions Counselor	$26,029	$18,399	$23,283	$28,702	$33,773	20
502.30 Academic Advisor	*	*	*	*	*	2
503.00 Dir Adm & Registrar	$39,510	$35,844	$38,600	$44,422	$49,661	27
504.00 Registrar	$33,545	$26,078	$31,128	$35,833	$42,144	35
504.10 Assc Registrar	$23,861	$21,666	$23,652	$24,047	$27,606	10
504.20 Asst Registrar	$21,815	$15,930	$20,000	$23,630	$29,218	8
505.00 Dir Adm/Fin Aid	$43,291	$40,280	$42,519	$45,860	$48,931	7
506.00 Dir Student Fin Aid	$32,778	$28,780	$31,249	$34,531	$38,600	66
506.10 Assc Dir Std Fin Aid	$23,000	$20,686	$22,896	$24,150	$30,081	17
507.00 Dir Food Services	$24,637	$20,232	$23,340	$25,597	$29,660	9
508.00 Dir Student Housing	$17,375	$15,750	$16,750	$18,000	$24,000	6
508.30 Housing Off/Res Life	*	*	*	*	*	2
509.00 Dir. Union/Std Act	*	*	*	*	*	2
510.00 Dir Foreign Students	$32,238	$20,040	$26,125	$38,350	$48,000	4
511.00 Dir Student Union	*	*	*	*	*	2
512.00 Dir Std Activities	$27,960	$22,031	$25,773	$29,997	$37,565	45
513.00 Dir Std Placement	$32,056	$23,572	$28,320	$33,095	$37,388	29
514.00 Dir Std Counseling	$35,943	$28,878	$33,805	$39,556	$43,949	45
514.10 Assc Dir Std Cnslg	*	*	*	*	*	2
515.00 Dir Std Hlth-Physicn	*	*	*	*	*	2
516.00 Dir Std Hlth-Nurse	$23,500	$19,674	$21,000	$25,509	$29,147	11
517.00 Dir Campus Ministries	*	*	*	*	*	1
518.00 Dir Athletics	$39,400	$33,900	$37,789	$41,228	$46,367	25
519.00 Dir Sports Info	*	*	*	*	*	2
521.00 Dir Athletics/Women	*	*	*	*	*	1
522.00 Dir Campus Rec	*	*	*	*	*	3
523.00 Chief Enrollment Mgmt	$40,836	$33,352	$39,918	$41,743	$43,076	5
524.00 Dir Minority Affairs	$30,667	$25,945	$29,120	$33,792	$34,950	7
525.00 Dir Conferences	*	*	*	*	*	3

*denotes 3 cases or fewer

TABLE 27
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $11 - $20 MILLION

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$84,499	$74,937	$79,200	$88,021	$97,000	19
101.10 Asst to CEO/System	$56,258	$29,398	$51,470	$61,046	$63,383	4
102.00 CEO / Single Inst	$83,400	$75,200	$82,337	$85,992	$93,500	68
102.10 Asst to CEO/Single	$41,474	$33,600	$36,463	$47,600	$57,000	17
103.00 Exec Vice Pres	$71,265	$62,164	$71,063	$72,561	$77,260	15
ACADEMIC						
201.00 Chief Acad Off	$63,160	$57,000	$60,991	$65,572	$70,411	76
202.00 Chf Hlth Prof Off	*	*	*	*	*	2
203.00 Dir Library Serv	$43,260	$36,884	$42,185	$44,661	$52,182	50
203.10 Circulatn Librarian	$31,207	$24,174	$28,629	$32,380	$34,378	9
203.20 Acquistns Librarian	$27,815	$23,400	$23,571	$28,000	$28,788	7
203.30 Tech Serv Librarian	$29,987	$26,231	$29,000	$34,870	$40,753	27
203.40 Public Serv Librarian	$32,500	$24,775	$32,344	$33,180	$37,292	21
203.50 Reference Librarian	$33,316	$28,512	$32,498	$35,514	$46,190	30
204.00 Dir Instit Research	$43,000	$35,249	$38,588	$45,301	$51,616	35
204.10 Assc Dir Inst Res	*	*	*	*	*	3
205.00 Dir Educ Media Serv	$36,716	$29,960	$35,143	$38,725	$48,599	28
206.00 Dir Learning Res Ctr	$43,630	$36,660	$40,622	$47,500	$53,264	41
207.00 Dir Internatl Std Ed	*	*	*	*	*	1
208.00 Dir Comp Ctr,Opr/Acad	$41,068	$31,250	$36,800	$42,300	$45,464	9
208.10 Assc Dir CC Opr/Acad	*	*	*	*	*	1
209.00 Admn,Grants-Contract	$43,713	$34,400	$36,825	$46,250	$57,672	14
211.00 Dean,Agriculture	$46,941	$39,635	$43,770	$50,111	$62,000	4
212.00 Dean,Arts & Letters	$46,119	$42,291	$44,730	$48,551	$53,264	11
213.00 Dean,Arts & Sciences	$56,846	$46,080	$50,372	$59,657	$65,750	16
214.00 Dean,Business	$49,664	$44,225	$48,182	$50,582	$57,540	38
215.00 Dean,Communications	$42,525	$37,493	$41,653	$43,161	$46,732	10
216.00 Dean,Continuing Ed	$49,656	$41,861	$47,000	$51,000	$57,037	52
217.00 Dean,Dentistry	*	*	*	*	*	1
218.00 Dean,Education	$48,596	$42,660	$48,220	$48,971	$55,711	6
219.00 Dean,Engineering	$55,303	$45,696	$54,847	$56,075	$60,231	15
221.00 Dean,Extension	$47,748	$41,000	$46,629	$48,943	$54,924	7
222.00 Dean,Fine Arts	$40,252	$35,649	$39,644	$44,394	$49,575	5
224.00 Dean,Hlth-Rltd Prof	$49,043	$43,929	$48,072	$53,760	$55,801	30
226.00 Dean,Humanities	$50,173	$47,000	$49,232	$53,319	$55,303	21
227.00 Dean,Instruction	$53,112	$45,795	$50,904	$55,178	$57,500	14
229.00 Dean,Lib & Inf Sci	$47,858	$41,250	$43,296	$52,419	$54,130	4
230.00 Dean,Mathematics	$48,264	$34,320	$47,748	$48,780	$54,752	8
233.00 Dean,Nursing	$44,681	$40,086	$44,414	$46,724	$53,770	20
234.00 Dean,Occ Std/Voc Ed	$49,774	$46,551	$49,001	$51,044	$57,468	40
235.00 Dean,Pharmacy	*	*	*	*	*	1
237.00 Dean,Sciences	$51,132	$45,912	$50,744	$54,016	$58,314	21
238.00 Dean,Social Sciences	$47,572	$41,111	$46,000	$49,200	$56,004	25
240.00 Dean,Special Programs	$41,675	$34,508	$40,078	$45,252	$54,776	18
241.00 Dean,Undergrad Prog	*	*	*	*	*	1
ADMINISTRATIVE						
301.00 Chief Business Off	$62,400	$56,191	$59,902	$64,625	$69,610	71
301.01 Chief Admin Off	$58,000	$52,775	$57,933	$59,937	$61,065	11
301.02 Chief Financial Off	$51,866	$45,000	$50,804	$54,924	$59,621	14
301.10 Dir Health & Safety	*	*	*	*	*	2
301.20 Dir Telecommunic	$36,917	$34,416	$35,959	$39,734	$43,205	5
302.00 Chief Planning Off	$53,352	$47,000	$52,000	$54,640	$61,000	14
303.00 Chief Budgeting Off	$46,000	$36,733	$42,500	$47,625	$57,200	16
303.10 Assc Budget Dir	*	*	*	*	*	2
304.00 Chief Plan-Budgt Off	*	*	*	*	*	2
305.00 General Counsel	$43,700	$17,000	$42,400	$45,000	$49,502	4
306.00 Chf Personnel/HR Off	$42,943	$37,750	$41,868	$47,644	$53,500	36
306.10 Assc Dir Pers/HR	$29,992	$29,000	$29,984	$30,000	$40,280	6
306.20 Manager Benefits	$25,112	$21,988	$22,685	$30,500	$31,045	7
306.30 Manager Training-Dev	*	*	*	*	*	3
306.60 Manager Employment	*	*	*	*	*	1
306.70 Mgr Wage-Sal/Mgr.Comp	*	*	*	*	*	2
307.00 Dir AA/EEO	$43,665	$27,383	$41,000	$44,250	$46,800	8
307.10 Assc Dir AA/EEO	*	*	*	*	*	2
308.00 Dir Pers-AA	$47,589	$37,615	$44,869	$49,450	$53,931	28
309.00 Dir Computer Center	$48,281	$42,154	$44,959	$51,100	$57,211	42
309.10 Assc Dir Computer Ctr	$38,029	$27,164	$36,600	$39,830	$44,496	7
309.20 Data Base Admin	$36,925	$31,303	$36,637	$37,535	$39,999	7
309.30 Sys Analyst I-Hi	$31,585	$27,028	$29,638	$33,574	$40,868	20
309.40 Sys Analyst II-Lo	$27,200	$25,416	$27,062	$28,680	$34,989	6
309.50 Prog Analyst I-Hi	$31,473	$26,924	$30,723	$32,982	$37,750	26
309.60 Prog Analyst II-Lo	$25,288	$22,208	$23,500	$27,124	$30,307	24
310.00 Dir, Comp Ctr Opr/Ad	$43,165	$33,307	$41,105	$44,379	$47,340	15
310.10 Assc Dir Comp Ctr	$37,096	$25,453	$35,700	$37,503	$37,988	7
311.00 Dir Inform Systems	$49,480	$39,302	$47,361	$53,581	$58,573	20
312.00 Chf Phys Plnt/Fac	$44,809	$36,624	$42,400	$46,125	$50,708	70
312.10 Assc Dir Phys Plnt	$32,483	$27,857	$31,779	$34,031	$38,451	27
312.20 Mgr Landscape/Grds	$28,035	$22,644	$27,411	$31,000	$33,085	17
312.30 Mgr Bldg Mnt Trades	$33,430	$26,000	$31,090	$35,000	$36,607	17
312.40 Mgr Tech Trades	$27,608	$25,950	$27,500	$27,715	$32,251	6
312.50 Mgr Custodial Srv	$29,813	$22,525	$26,493	$30,000	$35,000	27
312.60 Mgr Power Plant	$30,312	$23,582	$28,723	$32,810	$36,246	5
313.00 Comptroller	$41,121	$34,968	$39,340	$43,374	$49,134	37
313.10 Manager Payroll	$26,291	$22,300	$24,575	$27,421	$28,714	15
314.00 Dir Accounting	$34,578	$30,968	$33,414	$39,744	$45,648	25
314.10 Staff Accountant-Hi	$30,678	$24,224	$29,697	$31,740	$36,260	25
314.20 Staff Accountant-Lo	$26,950	$19,795	$24,669	$27,568	$29,416	21
315.00 Bursar	$38,588	$28,751	$37,908	$39,828	$45,588	13

*denotes 3 cases or fewer

TABLE 27
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $11 - $20 MILLION

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
315.10 Assc Bursar	*	*	*	*	*	2
316.00 Dir Purchasing	$33,720	$28,104	$31,458	$34,585	$40,313	39
316.10 Assc Dir Purchasing	*	*	*	*	*	3
317.00 Dir Bookstore	$29,394	$24,640	$27,130	$29,960	$35,628	43
317.10 Assc Dir Bookstore	$24,766	$18,463	$22,476	$24,931	$26,563	9
318.00 Dir Internal Audit	$34,799	$27,900	$34,727	$34,870	$38,345	8
319.00 Dir Aux Services	$42,876	$33,523	$41,200	$43,954	$45,344	17
319.10 Mgr Mail Services	$23,000	$19,528	$21,119	$26,785	$27,130	7
320.00 Dir Campus Security	$32,707	$23,532	$29,258	$36,400	$40,229	42
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$54,681	$43,500	$53,391	$55,000	$62,907	28
401.10 Dir Annual Giving	$33,335	$28,087	$30,824	$35,845	$38,115	6
401.20 Dir Corp/Fndtn Rel	$45,203	$27,500	$40,000	$47,000	$51,480	9
401.30 Coord Res Dev	$35,123	$24,583	$31,062	$37,200	$41,638	5
402.00 Chf Public Rel Off	$39,369	$34,750	$37,426	$40,257	$48,061	34
402.10 Dir Gov/Leg Rel	*	*	*	*	*	2
403.00 Chf Dev/Pub Rel Off	$45,500	$38,709	$42,400	$48,353	$49,000	9
404.00 Dir Alumni Affairs	$29,208	$23,002	$25,000	$30,000	$34,500	7
405.00 Dir Dev/Alumni Aff	$42,390	$30,000	$37,195	$44,695	$47,313	5
406.00 Dir Spec/Defer Gifts	*	*	*	*	*	1
408.00 Dir Community Serv	$45,108	$39,767	$42,919	$48,472	$52,800	22
409.00 Dir Publications	$35,228	$30,750	$32,851	$36,219	$38,978	14
409.10 Assc Dir Publicatns	*	*	*	*	*	3
409.20 Mgr Printing Srv	$26,617	$23,056	$24,235	$27,578	$28,808	19
410.00 Dir Info Office	$31,371	$26,676	$30,426	$34,113	$37,129	27
411.00 Dir News Bureau	$31,432	$29,590	$31,119	$31,745	$35,000	4
STUDENT SERVICES						
501.00 Chf Student Aff Off	$57,650	$50,457	$55,000	$59,937	$65,160	74
501.50 Dean of Students	$51,715	$40,314	$49,316	$53,399	$55,500	20
502.00 Chief Admissions Off	$43,317	$33,800	$40,322	$44,772	$49,344	31
502.10 Assc Dir Admissions	$32,148	$27,508	$30,563	$33,014	$36,956	15
502.20 Admissions Counselor	$24,396	$22,000	$23,650	$26,000	$34,038	18
502.30 Academic Advisor	$30,503	$23,620	$26,962	$32,997	$36,757	13
503.00 Dir.Adm & Registrar	$43,376	$39,273	$41,700	$45,090	$52,524	30
504.00 Registrar	$41,100	$35,000	$38,400	$43,200	$46,403	43
504.10 Assc Registrar	*	*	*	*	*	3
504.20 Asst Registrar	$27,203	$24,800	$26,500	$27,377	$31,166	13
505.00 Dir Adm/Fin Aid	*	*	*	*	*	3
506.00 Dir Student Fin Aid	$39,304	$34,643	$38,000	$42,500	$46,125	72
506.10 Assc Dir Std Fin Aid	$28,630	$25,894	$28,224	$30,122	$31,902	17
507.00 Dir Food Services	$28,554	$25,175	$26,843	$29,125	$36,004	16
507.10 Assc Dir Food Serv	*	*	*	*	*	3
508.00 Dir Student Housing	$32,251	$24,840	$28,020	$36,583	$40,989	12
508.10 Assc Dir Std Housing	*	*	*	*	*	3
508.30 Housing Off/Res Life	$22,889	$19,000	$20,482	$24,210	$28,488	7
509.00 Dir. Union/Std Act	*	*	*	*	*	2
510.00 Dir Foreign Students	$31,380	$25,440	$30,000	$32,760	$34,113	4
511.00 Dir Student Union	$33,709	$26,225	$32,536	$34,881	$40,712	6
511.10 Assc Dir Std Union	*	*	*	*	*	1
512.00 Dir Std Activities	$36,021	$28,347	$32,600	$38,212	$44,502	40
513.00 Dir Std Placement	$35,906	$29,411	$35,000	$37,033	$43,899	39
514.00 Dir Std Counseling	$45,014	$36,891	$42,900	$46,983	$51,722	48
514.10 Assc Dir Std Cnslg	*	*	*	*	*	3
515.00 Dir Std Hlth-Physicn	*	*	*	*	*	3
516.00 Dir Std Hlth-Nurse	$26,704	$19,258	$23,492	$27,132	$32,358	16
517.00 Dir Campus Ministries	*	*	*	*	*	1
518.00 Dir Athletics	$44,115	$36,522	$40,534	$45,490	$54,795	37
522.00 Dir Campus Rec	$32,560	$21,450	$29,060	$32,842	$44,961	7
523.00 Chief Enrollment Mgmt	$43,889	$34,488	$35,635	$52,142	$54,786	4
524.00 Dir Minority Affairs	$34,400	$22,280	$31,200	$37,024	$45,104	9
525.00 Dir Conferences	$33,255	$25,000	$29,128	$34,288	$39,758	6

*denotes 3 cases or fewer

TABLE 28
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $20 MILLION OR MORE

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$94,658	$82,938	$90,650	$98,827	$105,989	40
101.10 Asst to CEO/System	$54,715	$40,840	$49,035	$56,412	$72,044	14
102.00 CEO / Single Inst	$91,500	$83,181	$88,400	$93,000	$103,000	51
102.10 Asst to CEO/Single	$48,606	$39,250	$46,111	$50,358	$63,268	25
103.00 Exec Vice Pres	$70,750	$60,900	$68,506	$71,702	$84,400	19
ACADEMIC						
201.00 Chief Acad Off	$71,749	$64,560	$68,812	$74,340	$80,000	81
202.00 Chf Hlth Prof Off	$65,181	$57,777	$61,916	$65,359	$68,968	5
203.00 Dir Library Serv	$50,720	$40,465	$47,700	$51,701	$58,609	59
203.10 Circulatn Librarian	$39,602	$30,846	$36,544	$43,907	$50,004	17
203.20 Acquistns Librarian	$38,226	$29,035	$32,350	$43,858	$48,938	15
203.30 Tech Serv Librarian	$36,699	$30,318	$35,191	$37,441	$45,649	31
203.40 Public Serv Librarian	$39,325	$29,970	$33,087	$42,737	$44,567	12
203.50 Reference Librarian	$43,832	$29,037	$35,634	$47,601	$49,876	27
204.00 Dir Instit Research	$47,935	$42,452	$46,103	$49,524	$59,721	58
204.10 Assc Dir Inst Res	$37,034	$30,991	$32,648	$40,977	$48,672	14
205.00 Dir Educ Media Serv	$43,699	$35,802	$40,395	$45,515	$55,143	37
206.00 Dir Learning Res Ctr	$53,358	$42,631	$51,000	$58,055	$62,663	39
207.00 Dir Internatl Std Ed	$43,405	$33,017	$42,468	$44,341	$53,859	8
208.00 Dir Comp Ctr,Opr/Acad	$53,721	$36,674	$49,159	$56,895	$64,681	13
208.10 Assc Dir CC Opr/Acad	*	*	*	*	*	2
209.00 Admn,Grants-Contract	$43,840	$35,924	$41,325	$44,758	$50,985	34
211.00 Dean,Agriculture	$59,276	$44,738	$52,952	$61,544	$64,406	5
212.00 Dean,Arts & Letters	$59,000	$48,502	$54,783	$64,025	$65,297	9
213.00 Dean,Arts & Sciences	$60,816	$51,424	$57,563	$62,397	$69,000	31
214.00 Dean,Business	$56,552	$48,212	$54,614	$57,667	$63,558	55
215.00 Dean,Communications	$53,500	$48,943	$52,113	$56,942	$64,144	11
216.00 Dean,Continuing Ed	$56,581	$48,230	$54,000	$60,177	$64,218	53
217.00 Dean,Dentistry	*	*	*	*	*	2
218.00 Dean,Education	$60,918	$48,570	$49,357	$61,400	$65,297	7
219.00 Dean,Engineering	$61,582	$54,189	$60,684	$62,253	$68,312	19
221.00 Dean,Extension	$60,785	$50,456	$60,523	$64,350	$68,262	14
222.00 Dean,Fine Arts	$55,803	$50,328	$55,164	$58,572	$64,144	11
224.00 Dean,Hlth-Rltd Prof	$60,512	$46,500	$56,782	$61,944	$64,910	35
225.00 Dean,Home Economics	$59,280	$46,000	$57,744	$60,816	$62.169	6
226.00 Dean,Humanities	$56,797	$49,842	$54,732	$60,220	$63,647	25
227.00 Dean,Instruction	$60,995	$56,056	$60,177	$62,821	$68,123	14
228.00 Dean,Law	*	*	*	*	*	2
229.00 Dean,Lib & Inf Sci	$53,475	$47,700	$52,530	$54,420	$56,810	6
230.00 Dean,Mathematics	$56,000	$45,743	$52,301	$57,084	$62,663	19
232.00 Dean,Music	$54,531	$35,226	$50,490	$58,572	$63,664	4
233.00 Dean,Nursing	$50,893	$45,047	$48,348	$51,578	$54,340	13
234.00 Dean,Occ Std/Voc Ed	$59,253	$54,089	$57,391	$60,892	$64,168	45
236.00 Dean,Public Health	*	*	*	*	*	1
237.00 Dean,Sciences	$54,816	$50,125	$53,094	$56,533	$62,433	23
238.00 Dean,Social Sciences	$59,151	$51,316	$55,016	$60,300	$64,144	26
239.00 Dean,Social Work	*	*	*	*	*	1
240.00 Dean,Special Programs	$55,435	$51,684	$54,068	$56,352	$57,674	10
241.00 Dean,Undergrad Prog	*	*	*	*	*	1
ADMINISTRATIVE						
301.00 Chief Business Off	$71,000	$58,998	$68,792	$72,695	$80,445	69
301.01 Chief Admin Off	$65,180	$57,044	$61,400	$70,479	$75,000	16
301.02 Chief Financial Off	$60,500	$49,300	$58,019	$62,616	$66,695	30
301.10 Dir Health & Safety	$41,365	$36,750	$40,216	$43,000	$47,659	7
301.20 Dir Telecommunic	$44,621	$41,155	$42,912	$47,335	$54,603	10
302.00 Chief Planning Off	$59,049	$43,384	$56,436	$65,838	$75,156	26
303.00 Chief Budgeting Off	$49,926	$39,199	$44,453	$51,914	$65,204	30
303.10 Assc Budget Dir	$39,619	$29,500	$36,500	$41,080	$46,000	12
304.00 Chief Plan-Budgt Off	*	*	*	*	*	1
305.00 General Counsel	$61,609	$50,000	$59,000	$64,217	$68,016	6
305.10 Staff Attorneys	*	*	*	*	*	1
306.00 Chf Personnel/HR Off	$53,992	$43,216	$52,487	$58,251	$66,436	64
306.10 Assc Dir Pers/HR	$40,500	$33,662	$40,230	$46,827	$56,458	25
306.20 Manager Benefits	$28,240	$24,312	$27,916	$30,105	$34,759	23
306.30 Manager Training-Dev	$44,183	$31,276	$41,600	$44,388	$46,888	9
306.40 Manager Empl Relatns	$40,583	$37,010	$38,648	$42,518	$45,775	4
306.50 Manager Labor Rel	*	*	*	*	*	2
306.60 Manager Employment	$30,789	$28,793	$30,135	$34,000	$40,018	13
306.70 Mgr Wage-Sal/Mgr,Comp	$36,676	$30,100	$35,763	$47,388	$52,070	9
306.80 Mgr Personnel Inf Sys	$32,507	$25,667	$25,942	$33,094	$42,780	7
307.00 Dir AA/EEO	$46,171	$38,000	$41,392	$47,893	$55,881	21
307.10 Assc Dir AA/EEO	$34,965	$28,688	$31,871	$38,543	$48,255	5
308.00 Dir Pers-AA	$45,214	$35,326	$43,739	$46,939	$66,171	18
309.00 Dir Computer Center	$54,589	$48,491	$53,318	$58,800	$63,392	53
309.10 Assc Dir Computer Ctr	$48,825	$41,121	$44,172	$51,310	$56,480	17
309.20 Data Base Admin	$41,709	$36,001	$39,219	$43,696	$54,293	14
309.30 Sys Analyst I-Hi	$38,001	$30,516	$35,840	$38,683	$40,755	36
309.40 Sys Analyst II-Lo	$32,596	$29,249	$31,585	$33,919	$36,050	17
309.50 Prog Analyst I-Hi	$35,233	$30,982	$34,200	$36,850	$39,748	46
309.60 Prog Analyst II-Lo	$27,232	$23,794	$26,292	$29,311	$33,341	35
310.00 Dir, Comp Ctr Opr/Ad	$46,900	$39,146	$44,269	$50,778	$57,410	18
310.10 Assc Dir Comp Ctr	$39,274	$35,864	$37,964	$40,135	$45,004	10
311.00 Dir Inform Systems	$61,697	$50,000	$60,000	$62,478	$66,012	28
312.00 Chf Phys Plnt/Fac	$50,726	$41,833	$46,530	$52,895	$58,118	70
312.10 Assc Dir Phys Plnt	$40,000	$35,086	$38,305	$41,084	$46,791	35
312.20 Mgr Landscape/Grds	$30,883	$23,400	$30,432	$31,536	$34,116	23
312.30 Mgr Bldg Mnt Trades	$37,750	$28,870	$34,884	$39,130	$42,244	22
312.40 Mgr Tech Trades	$33,404	$28,436	$32,424	$33,925	$36,790	10

*denotes 3 cases or fewer

TABLE 28
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $20 MILLION OR MORE

CUPA 1990-91 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.50 Mgr Custodial Srv	$31,033	$24,954	$28,522	$32,708	$35,884	30
312.60 Mgr Power Plant	$32,593	$27,072	$31,858	$33,328	$35,920	8
313.00 Comptroller	$51,375	$44,313	$50,054	$53,546	$61,711	50
313.10 Manager Payroll	$30,761	$26,500	$28,788	$31,415	$38,647	41
314.00 Dir Accounting	$40,793	$37,800	$39,570	$42,000	$47,508	36
314.10 Staff Accountant-Hi	$34,545	$28,795	$31,102	$35,760	$41,502	32
314.20 Staff Accountant-Lo	$28,048	$22,629	$26,099	$29,429	$32,529	25
315.00 Bursar	$37,860	$28,518	$32,233	$42,420	$48,027	19
315.10 Assc Bursar	*	*	*	*	*	3
316.00 Dir Purchasing	$40,766	$34,996	$38,913	$42,084	$47,085	57
316.10 Assc Dir Purchasing	$30,019	$25,578	$27,564	$33,164	$39,963	10
317.00 Dir Bookstore	$35,529	$30,500	$34,610	$38,699	$41,852	46
317.10 Assc Dir Bookstore	$27,926	$22,835	$27,253	$29,810	$34,065	15
318.00 Dir Internal Audit	$37,430	$32,400	$35,500	$38,672	$46,848	18
319.00 Dir Aux Services	$43,616	$32,374	$39,800	$44,874	$55,697	22
319.10 Mgr Mail Services	$25,944	$20,358	$24,966	$28,288	$32,834	18
320.00 Dir Campus Security	$38,245	$30,288	$34,813	$39,170	$45,283	50
321.00 Dir Risk Mgt/Ins	$41,963	$30,328	$40,110	$42,769	$47,713	5
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$55,983	$46,037	$54,000	$57,142	$69,239	34
401.10 Dir Annual Giving	$43,543	$40,000	$41,625	$45,460	$45,692	6
401.20 Dir Corp/Fndtn Rel	$39,585	$35,444	$39,500	$45,669	$49,455	9
401.30 Coord Res Dev	$50,120	$39,135	$48,228	$52,012	$54,500	8
402.00 Chf Public Rel Off	$46,968	$34,880	$43,152	$51,867	$59,508	52
402.10 Dir Gov/Leg Rel	$40,520	$37,948	$38,376	$49,800	$58,008	7
403.00 Chf Dev/Pub Rel Off	$61,100	$53,285	$56,414	$65,703	$73,282	10
404.00 Dir Alumni Affairs	$28,076	$24,937	$27,127	$28,301	$35,299	9
405.00 Dir Dev/Alumni Aff	$40,413	$37,293	$40,322	$40,681	$48,600	9
406.00 Dir Spec/Defer Gifts	*	*	*	*	*	1
408.00 Dir Community Serv	$47,704	$38,138	$45,817	$49,101	$59,608	23
409.00 Dir Publications	$34,012	$30,000	$32,397	$36,413	$40,204	19
409.10 Assc Dir Publicatns	$31,532	$23,004	$30,627	$32,436	$33,730	4
409.20 Mgr Printing Srv	$33,593	$25,164	$31,935	$38,469	$44,335	28
410.00 Dir Info Office	$39,768	$32,834	$36,528	$45,171	$51,960	22
411.00 Dir News Bureau	$30,826	$28,392	$30,627	$33,346	$35,538	9
STUDENT SERVICES						
501.00 Chf Student Aff Off	$66,475	$56,593	$63,338	$68,068	$75,806	72
501.50 Dean of Students	$51,950	$42,310	$50,000	$55,147	$62,859	20
502.00 Chief Admissions Off	$45,452	$37,631	$43,011	$46,398	$53,695	36
502.10 Assc Dir Admissions	$34,358	$30,150	$31,812	$35,746	$39,440	17
502.20 Admissions Counselor	$26,006	$22,516	$25,171	$26,274	$37,103	15
502.30 Academic Advisor	$25,637	$21,400	$25,022	$27,316	$34,921	13
503.00 Dir.Adm & Registrar	$50,400	$42,200	$45,620	$53,578	$61,020	32
504.00 Registrar	$45,830	$33,700	$44,141	$49,900	$54,583	49
504.10 Assc Registrar	$38,356	$30,586	$37,483	$40,000	$48,527	18
504.20 Asst Registrar	$30,798	$27,153	$30,000	$30,962	$36,130	19
505.00 Dir Adm/Fin Aid	$55,879	$45,550	$53,731	$58,026	$60,822	8
506.00 Dir Student Fin Aid	$42,000	$36,377	$40,595	$45,823	$50,234	75
506.10 Assc Dir Std Fin Aid	$30,500	$25,278	$28,831	$31,713	$38,196	28
507.00 Dir Food Services	$40,706	$33,435	$37,616	$44,098	$46,392	12
507.10 Assc Dir Food Serv	$23,654	$19,120	$22,947	$25,577	$28,402	5
508.00 Dir Student Housing	$35,699	$29,050	$30,539	$38,376	$44,767	7
508.10 Assc Dir Std Housing	*	*	*	*	*	3
508.30 Housing Off/Res Life	*	*	*	*	*	1
509.00 Dir, Union/Std Act	*	*	*	*	*	1
510.00 Dir Foreign Students	$33,355	$25,900	$31,564	$35,145	$36,636	6
511.00 Dir Student Union	*	*	*	*	*	3
511.10 Assc Dir Std Union	*	*	*	*	*	3
512.00 Dir Std Activities	$39,105	$29,528	$35,284	$43,530	$51,451	62
513.00 Dir Std Placement	$38,499	$29,924	$34,960	$41,947	$48,175	52
514.00 Dir Std Counseling	$50,516	$43,754	$47,555	$52,338	$58,766	59
514.10 Assc Dir Std Cnslg	$47,503	$38,790	$46,559	$48,447	$59,569	6
515.00 Dir Std Hlth-Physicn	*	*	*	*	*	2
516.00 Dir Std Hlth-Nurse	$33,417	$28,550	$31,843	$34,252	$43,390	23
518.00 Dir Athletics	$48,449	$36,491	$46,072	$52,530	$58,393	39
519.00 Dir Sports Info	*	*	*	*	*	2
520.00 Dir Athletics/Men	*	*	*	*	*	1
521.00 Dir Athletics/Women	*	*	*	*	*	1
522.00 Dir Campus Rec	$25,131	$20,159	$24,057	$26,761	$37,000	11
523.00 Chief Enrollment Mgmt	$40,864	$33,375	$40,736	$40,992	$52,500	8
524.00 Dir Minority Affairs	$32,950	$27,030	$28,002	$43,500	$54,348	12
525.00 Dir Conferences	$32,682	$25,478	$29,714	$35,649	$57,500	4

*denotes 3 cases or fewer

TABLE 29
COMPARISON OF MEDIAN SALARIES BETWEEN MALES AND FEMALES BY INSTITUTIONAL CLASSIFICATION

CUPA 1990-91 ADCOMP SURVEY	DOCTORAL INSTITUTIONS		COMPREHENSIVE INSTITUTIONS		GENERAL BACCALAUREATE INSTITUTIONS		TWO YEAR INSTITUTIONS	
	MALES	FEMALES	MALES	FEMALES	MALES	FEMALES	MALES	FEMALES
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary
EXECUTIVE								
101.00 CEO / SYSTEM	$141,325	$163,910	$115,000	$112,500	$77,765	$82,688	$85,350	$75,600
101.10 Asst to CEO/System	$70,075	$58,755	$58,500	$27,156	$39,543	$45,000	$55,880	$45,911
102.00 CEO / Single Inst	$132,235	$126,800	$100,000	$89,075	$91,000	$90,300	$79,614	$75,260
102.10 Asst to CEO/Single	$76,000	$56,010	$60,640	$45,270	$45,344	$31,296	$55,803	$36,592
103.00 Exec Vice Pres	$119,102	$114,096	$80,748	$72,500	$64,000	$62,790	$69,036	$61,027
ACADEMIC								
201.00 Chief Acad Off	$113,600	$103,000	$82,328	$83,008	$65,000	$58,000	$60,954	$59,927
202.00 Chf Hlth Prof Off	$156,000	$82,590	$107,484	$51,885	$35,135	$50,755	$58,650	$47,893
203.00 Dir Library Serv	$77,400	$80,700	$57,360	$52,800	$40,538	$36,674	$43,979	$38,904
203.10 Circulatn Librarian	$38,160	$34,275	$31,586	$27,960	$27,000	$21,600	$34,378	$30,520
203.20 Acquistns Librarian	$43,838	$37,764	$36,487	$30,745	$30,241	$26,285	$31,753	$28,848
203.30 Tech Serv Librarian	$51,437	$50,049	$37,289	$35,196	$31,650	$26,000	$30,232	$31,348
203.40 Public Serv Librarian	$54,208	$49,829	$36,381	$34,444	$32,569	$26,707	$32,253	$33,087
203.50 Reference Librarian	$38,844	$41,028	$35,132	$30,942	$27,693	$26,500	$38,880	$31,016
204.00 Dir Instit Research	$60,000	$55,753	$50,520	$41,342	$41,573	$33,253	$45,047	$41,474
204.10 Assc Dir Inst Res	$46,004	$42,656	$40,050	$33,900	$33,948	$25,716	$48,991	$34,379
205.00 Dir Educ Media Serv	$52,053	$42,871	$40,163	$31,850	$29,894	$25,624	$40,115	$35,003
206.00 Dir Learning Res Ctr	$51,900	$37,500	$47,882	$31,430	$30,708	$27,550	$46,945	$38,877
207.00 Dir Internatl Std Ed	$68,914	$43,750	$50,912	$37,110	$46,800	$36,969	$42,468	$33,017
208.00 Dir Comp Ctr,Opr/Acad	$71,041	$62,678	$47,845	$48,594	$42,030	$31,153	$43,170	$30,284
208.10 Assc Dir CC Opr/Acad	$55,500	$45,922	$42,112	$38,136	$30,424	$26,000	$34,800	$33,975
209.00 Admn,Grants-Contract	$67,310	$51,969	$53,000	$39,316	$36,500	$29,376	$45,366	$37,815
210.00 Dean,Architecture	$89,127	*	$79,100	*	$61,242	*	*	*
211.00 Dean,Agriculture	$97,148	*	$69,178	*	$58,168	$82,500	$50,181	*
212.00 Dean,Arts & Letters	$96,046	$88,000	$68,109	$73,882	$52,044	$43,946	$50,324	$42,673
213.00 Dean,Arts & Sciences	$95,891	$88,500	$71,475	$70,500	$54,449	$44,076	$52,250	$50,568
214.00 Dean,Business	$103,588	$88,313	$77,500	$71,005	$52,616	$44,996	$49,664	$51,560
215.00 Dean,Communications	$89,500	$59,346	$60,900	$63,644	$38,081	$29,285	$49,222	$40,323
216.00 Dean,Continuing Ed	$77,346	$67,000	$60,857	$50,393	$49,180	$40,015	$50,980	$48,458
217.00 Dean,Dentistry	$123,220	*	$116,500	*	*	$26,500	$51,090	$43,734
218.00 Dean,Education	$88,012	$85,950	$68,300	$65,660	$50,000	$39,115	$50,856	$46,912
219.00 Dean,Engineering	$111,592	$65,000	$85,000	*	$56,552	*	$55,065	$45,631
221.00 Dean,Extension	$84,000	$74,800	$62,348	$79,125	$57,299	$34,650	$56,783	$55,582
222.00 Dean,Fine Arts	$84,400	$83,050	$67,400	$66,880	$43,550	$36,559	$50,328	$42,848
223.00 Dean,Graduate Program	$88,350	$86,670	$65,520	$59,095	$47,220	$47,000	*	*
224.00 Dean,Hlth-Rltd Prof	$86,000	$82,446	$70,368	$70,236	$55,750	$41,370	$53,695	$47,000
225.00 Dean,Home Economics	$88,100	$87,264	$66,054	$58,013	$56,974	$33,000	$62,169	$57,744
226.00 Dean,Humanities	$86,596	$95,226	$64,825	$65,920	$45,792	$40,000	$53,500	$46,870
227.00 Dean,Instruction	$100,361	*	*	*	$47,604	$61,860	$55,178	$55,541
228.00 Dean,Law	$124,000	$131,850	$115,400	$128,750	$107,620	*	$41,110	$43,004
229.00 Dean,Lib & Inf Sci	$83,828	$82,500	$64,445	$58,738	*	$47,308	$52,530	$44,872
230.00 Dean,Mathematics	$91,537	*	$52,500	$59,170	$39,430	$33,469	$54,316	$47,748
231.00 Dean,Medicine	$180,196	*	$159,956	*	*	*	*	*
232.00 Dean,Music	$85,625	$67,185	$68,700	$52,000	$33,897	$39,655	$39,729	$36,739
233.00 Dean,Nursing	*	$88,000	$69,547	$65,152	$65,733	$46,088	*	$44,249
234.00 Dean,Occ Std/Voc Ed	$75,952	$76,404	$70,120	$68,724	$57,674	$55,020	$49,968	$55,195
235.00 Dean,Pharmacy	$103,755	*	$80,000	*	$85,000	*	$53,111	*
236.00 Dean,Public Health	$121,300	$135,786	$80,258	*	*	*	*	$46,000
237.00 Dean,Sciences	$101,810	$77,000	$68,280	$61,059	$48,603	$39,500	$52,500	$47,346
238.00 Dean,Social Sciences	$99,400	$84,000	$66,732	$56,994	$43,012	$45,101	$53,853	$51,316
239.00 Dean,Social Work	$90,178	$85,608	$67,594	$48,824	$35,010	$40,255	$55,500	$48,500
240.00 Dean,Special Programs	$79,029	$67,775	$54,698	$40,800	$48,110	$38,796	$46,107	$42,042
241.00 Dean,Undergrad Prog	$81,023	$75,825	$61,392	$54,650	$49,500	$54,350	$47,655	$42,400
242.00 Dean,Veterinary Sci	$106,963	*	*	*	*	*	*	*
ADMINISTRATIVE								
301.00 Chief Business Off	$97,650	$104,190	$78,732	$70,399	$62,679	$50,000	$58,518	$44,940
301.01 Chief Admin Off	$90,243	$105,000	$73,250	$75,600	$54,168	$58,800	$58,515	$57,851
301.02 Chief Financial Off	$85,800	$104,500	$65,544	$55,878	$50,000	$52,500	$51,866	$44,528
301.10 Dir Health & Safety	$57,520	$58,150	$41,077	$35,000	$36,121	*	$36,750	$40,216
301.20 Dir Telecommunic	$58,000	$46,624	$41,861	$40,088	$33,380	$22,123	$42,174	$35,000
302.00 Chief Planning Off	$74,136	$68,110	$62,581	$62,900	$60,091	$42,660	$55,300	$52,510
303.00 Chief Budgeting Off	$65,629	$57,739	$53,500	$43,535	$49,389	$35,070	$51,422	$38,053
303.10 Assc Budget Dir	$55,476	$46,400	$43,368	$34,900	$38,501	$30,050	$37,869	$36,397
304.00 Chief Plan-Budgt Off	$80,615	$74,870	$66,153	$49,920	$52,547	$39,215	$44,077	*
305.00 General Counsel	$86,891	$74,200	$59,844	$72,063	$49,203	$55,786	$49,502	$45,900
305.10 Staff Attorneys	$46,150	$50,896	$40,000	$40,000	*	*	*	*
306.00 Chf Personnel/HR Off	$67,400	$64,677	$51,818	$49,141	$45,340	$33,285	$51,104	$39,975
306.10 Assc Dir Pers/HR	$50,563	$42,969	$45,398	$35,285	$33,414	$30,530	$55,692	$36,000
306.20 Manager Benefits	$44,952	$36,167	$35,400	$29,781	$26,147	$25,900	$29,252	$27,917
306.30 Manager Training-Dev	$41,121	$36,650	$33,886	$29,918	$39,200	$25,268	$30,944	$41,801
306.40 Manager Empl Relatns	$46,890	$36,750	$45,500	$32,531	*	$36,600	$42,518	$37,829
306.50 Manager Labor Rel	$51,338	$47,071	$49,920	$47,160	$45,792	*	$65,753	$68,979
306.60 Manager Employment	$43,745	$33,412	$33,400	$28,666	$28,909	$26,485	$28,909	$30,278
306.70 Mgr Wage-Sal/Mgr,Comp	$45,015	$38,269	$34,500	$29,482	*	$27,555	$42,882	$28,444
306.80 Mgr Personnel Inf Sys	$44,015	$33,500	$33,948	$30,105	$36,623	$25,756	$42,780	$29,087
307.00 Dir AA/EEO	$58,875	$54,358	$47,704	$42,961	$46,460	$41,250	$47,314	$41,080
307.10 Assc Dir AA/EEO	$39,825	$37,050	$37,000	$33,606	*	$33,349	$55,845	$34,216
308.00 Dir Pers-AA	$48,500	$77,500	$52,875	$42,151	$37,100	$30,000	$44,065	$38,860
309.00 Dir Computer Center	$76,050	$78,500	$58,649	$49,459	$43,000	$35,158	$46,152	$39,500
309.10 Assc Dir Computer Ctr	$59,366	$65,175	$45,532	$39,779	$36,618	$30,472	$42,097	$32,929
309.20 Data Base Admin	$48,976	$44,155	$38,977	$37,342	$36,031	$25,800	$39,999	$31,303
309.30 Sys Analyst I-Hi	$42,438	$40,900	$41,357	$36,528	$33,970	$29,728	$34,919	$30,471
309.40 Sys Analyst II-Lo	$30,583	$27,963	$28,738	$29,292	$26,060	$23,367	$29,597	$30,377
309.50 Prog Analyst I-Hi	$35,000	$30,276	$35,400	$29,100	$28,182	$27,150	$33,441	$31,426
309.60 Prog Analyst II-Lo	$24,010	$27,399	$26,000	$26,000	$23,484	$23,178	$25,445	$24,890

*denotes no cases

BEST COPY AVAILABLE

TABLE 29
COMPARISON OF MEDIAN SALARIES BETWEEN MALES AND FEMALES BY INSTITUTIONAL CLASSIFICATION

CUPA 1990-91 ADCOMP SURVEY	DOCTORAL INSTITUTIONS		COMPREHENSIVE INSTITUTIONS		GENERAL BACCALAUREATE INSTITUTIONS		TWO YEAR INSTITUTIONS	
	MALES	FEMALES	MALES	FEMALES	MALES	FEMALES	MALES	FEMALES
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary
310.00 Dir, Comp Ctr Opr/Ad	$65,000	$64,650	$51,910	$41,600	$39,627	$29,550	$41,158	$41,503
310.10 Assc Dir Comp Ctr	$58,300	$61,818	$45,980	$45,337	$34,993	$29,500	$37,619	$37,300
311.00 Dir Inform Systems	$61,038	$58,164	$52,488	$36,208	$45,091	$37,382	$53,928	$40,000
312.00 Chf Phys Plnt/Fac	$72,105	$70,108	$53,810	$61,500	$41,000	$33,050	$41,434	$41,207
312.10 Assc Dir Phys Plnt	$54,344	$64,244	$41,500	$44,463	$30,625	$23,000	$33,576	$44,294
312.20 Mgr Landscape/Grds	$37,615	$36,080	$31,064	$32,358	$25,400	$28,269	$26,584	$28,376
312.30 Mgr Bldg Mnt Trades	$44,952	$40,690	$34,760	$45,000	$30,105	$30,250	$30,703	*
312.40 Mgr Tech Trades	$42,218	*	$34,817	$31,440	$30,391	$22,714	$30,022	*
312.50 Mgr Custodial Srv	$37,496	$34,334	$31,332	$26,953	$24,330	$24,700	$27,538	$22,385
312.60 Mgr Power Plant	$44,035	*	$35,812	$29,450	$35,000	$44,625	$32,179	*
313.00 Comptroller	$73,824	$63,043	$53,278	$45,861	$44,145	$36,197	$44,720	$37,239
313.10 Manager Payroll	$44,628	$35,100	$33,250	$28,000	$30,958	$22,770	$28,600	$27,186
314.00 Dir Accounting	$52,872	$47,055	$42,996	$38,027	$36,101	$29,493	$38,989	$31,966
314.10 Staff Accountant-Hi	$36,656	$30,804	$33,622	$28,000	$29,980	$24,421	$32,112	$26,046
314.20 Staff Accountant-Lo	$23,426	$24,700	$29,435	$24,093	$25,151	$20,916	$27,568	$23,831
315.00 Bursar	$47,400	$44,000	$38,850	$34,299	$37,541	$26,851	$40,486	$25,320
315.10 Assc Bursar	$39,878	$32,200	$28,900	$27,588	*	$25,047	$20,800	$29,324
316.00 Dir Purchasing	$51,969	$55,128	$38,980	$34,500	$34,095	$25,969	$38,600	$29,019
316.10 Assc Dir Purchasing	$43,680	$36,712	$34,020	$30,800	$27,984	$22,092	$31,125	$25,107
317.00 Dir Bookstore	$46,505	$36,880	$36,469	$29,676	$29,450	$22,322	$32,772	$24,250
317.10 Assc Dir Bookstore	$35,467	$32,302	$26,522	$25,391	$22,000	$18,360	$27,799	$23,760
318.00 Dir Internal Audit	$60,000	$49,283	$42,372	$38,213	$38,100	$36,783	$38,160	$33,454
319.00 Dir Aux Services	$62,960	$53,787	$50,000	$46,089	$41,300	$31,400	$43,186	$31,807
319.10 Mgr Mail Services	$30,282	$28,801	$24,200	$20,000	$18,711	$16,380	$22,580	$14,916
320.00 Dir Campus Security	$51,888	$49,000	$39,900	$32,996	$28,620	$23,620	$31,844	$23,942
321.00 Dir Risk Mgt/Ins	$53,000	$49,751	$41,095	$39,678	*	$30,169	$41,963	$37,126
322.00 Admin Hosp Med Ctr	$128,041	$94,690	$113,250	*	$25,140	*	*	*
322.10 Dir Med Ctr Pub Rel	$60,000	$50,692	$60,680	$41,753	*	$23,210	*	*
322.20 Dir Med Ctr Pers	$58,000	$51,500	$43,093	*	*	$17,850	*	*
EXTERNAL AFFAIRS								
401.00 Chief Developmnt Off	$90,300	$73,846	$67,925	$61,130	$60,500	$47,995	$50,712	$43,875
401.10 Dir Annual Giving	$45,619	$40,672	$38,165	$34,493	$33,650	$30,000	$40,763	$33,335
401.20 Dir Corp/Fndtn Rel	$58,500	$45,322	$45,580	$37,080	$40,900	$35,155	$40,000	$35,000
401.30 Coord Res Dev	$39,742	$35,000	$32,510	$27,744	$30,500	$26,300	$52,012	$35,123
401.40 Dir Estate Pln	$61,765	$49,600	$48,418	$40,000	$40,934	$32,108	$31,127	*
402.00 Chf Public Rel Off	$73,552	$58,175	$51,150	$38,864	$37,711	$33,600	$39,955	$34,880
402.10 Dir Gov/Leg Rel	$73,794	$53,837	$61,214	$69,000	$51,778	$36,732	$37,948	$39,448
403.00 Chf Dev/Pub Rel Off	$96,800	$93,769	$74,892	$60,765	$59,575	$48,492	$49,565	$38,709
404.00 Dir Alumni Affairs	$62,000	$42,500	$39,120	$35,000	$35,175	$28,075	$28,076	$24,969
405.00 Dir Dev/Alumni Aff	$66,389	$65,743	$48,973	$45,490	$44,000	$43,620	$47,000	$37,293
406.00 Dir Spec/Defer Gifts	$58,500	$49,265	$50,000	$44,169	$42,196	$32,691	$35,961	$28,979
407.00 Dir Church Relations	$55,450	*	$46,500	$33,750	$36,210	$24,879	$72,305	$26,560
408.00 Dir Community Serv	$62,920	$40,000	$48,378	$33,000	$42,000	$28,000	$45,108	$41,000
409.00 Dir Publications	$45,936	$43,500	$38,811	$32,500	$30,637	$29,700	$31,650	$33,905
409.10 Assc Dir Publicatns	$35,000	$34,000	$31,364	$28,542	$21,490	$25,593	$27,000	$26,893
409.20 Mgr Printing Srv	$40,348	$32,453	$31,200	$27,849	$24,250	$21,113	$29,581	$23,325
410.00 Dir Info Office	$51,996	$52,057	$41,391	$35,000	$31,240	$26,350	$31,424	$33,316
411.00 Dir News Bureau	$39,999	$41,153	$30,819	$30,900	$28,572	$23,000	$30,826	$32,546
STUDENT SERVICES								
501.00 Chf Student Aff Off	$87,200	$83,900	$69,500	$63,002	$50,950	$46,640	$55,813	$51,259
501.50 Dean of Students	$58,973	$58,650	$52,780	$47,450	$41,884	$37,425	$48,393	$48,816
502.00 Chief Admissions Off	$61,290	$55,255	$49,515	$44,322	$43,800	$35,000	$42,000	$36,600
502.10 Assc Dir Admissions	$43,179	$35,767	$34,576	$31,940	$28,082	$25,721	$30,075	$27,408
502.20 Admissions Counselor	$22,500	$23,190	$23,165	$22,050	$20,000	$19,000	$26,945	$24,400
502.30 Academic Advisor	$42,014	$36,840	$40,764	$26,353	$36,140	$26,716	$35,013	$25,610
503.00 Dir.Adm & Registrar	$66,839	$65,170	$53,242	$60,000	$38,578	$22,735	$45,639	$39,771
504.00 Registrar	$58,550	$53,818	$48,000	$39,125	$37,500	$30,734	$43,300	$33,106
504.10 Assc Registrar	$43,900	$37,263	$40,149	$31,212	$30,900	$25,444	$35,467	$25,011
504.20 Asst Registrar	$32,943	$28,653	$30,920	$26,538	$24,885	$20,533	$34,126	$24,764
505.00 Dir Adm/Fin Aid	$78,078	$82,509	$60,250	$55,994	$48,963	$41,000	$44,421	$37,453
506.00 Dir Student Fin Aid	$53,750	$51,084	$45,050	$38,100	$37,100	$30,000	$39,014	$34,459
506.10 Assc Dir Std Fin Aid	$41,190	$36,477	$33,178	$28,079	$23,530	$22,700	$30,321	$26,249
507.00 Dir Food Services	$54,039	$54,086	$41,121	$36,225	$37,000	$30,158	$32,618	$25,502
507.10 Assc Dir Food Serv	$40,000	$37,000	$32,574	$37,389	$26,500	$26,150	$15,600	$20,370
508.00 Dir Student Housing	$53,991	$47,564	$40,000	$34,318	$30,316	$25,700	$28,020	$22,850
508.10 Assc Dir Std Housing	$42,888	$37,898	$30,500	$26,250	$21,000	$23,040	$29,486	*
508.20 Housing Off/Adm Opr	$40,225	$36,432	$31,629	$28,215	$22,829	$22,892	$8,000	*
508.30 Housing Off/Res Life	$41,774	$32,000	$28,238	$30,105	$22,895	$23,538	$24,529	$20,482
509.00 Dir, Union/Std Act	$48,534	$47,500	$45,000	$34,426	$30,175	$26,200	$40,718	$41,909
510.00 Dir Foreign Students	$44,848	$35,834	$38,340	$28,501	$30,200	$25,128	$37,493	$25,900
511.00 Dir Student Union	$49,805	$43,802	$41,251	$35,247	$34,104	$26,150	$28,000	$32,536
511.10 Assc Dir Std Union	$36,124	$30,709	$34,416	$27,597	$24,700	$26,100	$30,681	$36,485
512.00 Dir Std Activities	$42,041	$37,124	$34,902	$30,280	$26,750	$24,752	$36,500	$29,526
513.00 Dir Std Placement	$50,430	$45,161	$41,000	$35,000	$34,484	$27,030	$37,398	$30,732
514.00 Dir Std Counseling	$57,180	$46,518	$44,774	$37,343	$38,972	$28,140	$46,174	$38,110
514.10 Assc Dir Std Cnslg	$44,952	$40,525	$38,732	$32,440	$31,540	$23,500	$46,000	$30,244
515.00 Dir Std Hlth-Physicn	$86,564	$79,183	$70,000	$61,656	$45,625	$28,644	$67,644	$32,754
516.00 Dir Std Hlth-Nurse	*	$39,576	$34,453	$31,112	$27,720	$23,175	*	$28,550
517.00 Dir Campus Ministries	$39,950	$49,058	$35,743	$26,888	$31,440	$25,589	$23,262	$23,880
518.00 Dir Athletics	$80,268	$51,000	$56,200	$43,070	$40,400	$32,710	$40,635	$37,385
519.00 Dir Sports Info	$35,182	$28,000	$28,000	$28,392	$21,485	$21,600	$22,493	*
520.00 Dir Athletics/Men	$62,400	*	$52,632	*	$43,825	*	$32,000	*
521.00 Dir Athletics/Women	*	$46,900	$46,175	$41,662	$26,779	$34,000	*	$27,845
522.00 Dir Campus Rec	$46,500	$36,000	$31,560	$26,880	$28,371	$25,600	$29,060	$22,900
523.00 Chief Enrollment Mgmt	$67,353	$58,925	$58,758	$58,638	$53,185	$50,000	$40,992	$35,062
524.00 Dir Minority Affairs	$46,725	$41,000	$39,325	$34,062	$33,298	$27,000	$31,200	$32,100
525.00 Dir Conferences	$51,309	$41,109	$44,323	$30,743	$34,168	$28,620	$38,352	$27,596

*denotes no cases

TABLE 30
COMPARISON OF MEDIAN SALARIES BETWEEN MINORITIES AND NON-MINORITIES BY INSTITUTIONAL CLASSIFICATION

CUPA 1990-91 ADCOMP SURVEY	DOCTORAL INSTITUTIONS		COMPREHENSIVE INSTITUTIONS		GENERAL BACCALAUREATE INSTITUTIONS		TWO YEAR INSTITUTIONS	
	MINORITY	NON-MINORITY	MINORITY	NON-MINORITY	MINORITY	NON-MINORITY	MINORITY	NON-MINORITY
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary
EXECUTIVE								
101.00 CEO / SYSTEM	$120,000	$141,325	*	$115,000	$69,772	$81,344	$95,000	$84,750
101.10 Asst to CEO/System	$71,350	$62,228	*	$46,000	*	$39,750	$55,347	$54,083
102.00 CEO / Single Inst	$138,400	$132,088	$102,000	$99,225	$92,500	$91,000	$80,000	$79,303
102.10 Asst to CEO/Single	$62,200	$63,750	$60,061	$51,988	$43,700	$37,000	$39,250	$41,937
103.00 Exec Vice Pres	$115,000	$115,000	$80,506	$79,569	$70,878	$63,680	$64,500	$68,771
ACADEMIC								
201.00 Chief Acad Off	$99,990	$112,000	$82,700	$82,620	$57,094	$64,048	$60,472	$60,849
202.00 Chf Hlth Prof Off	*	$154,000	*	$83,844	$39,750	$48,035	$44,710	$48,000
203.00 Dir Library Serv	$87,600	$79,068	$52,005	$55,470	$36,000	$38,709	$44,207	$41,636
203.10 Circulatn Librarian	$35,114	$36,079	$31,102	$28,863	$30,244	$22,100	$34,207	$29,833
203.20 Acquistns Librarian	$37,486	$38,405	$33,552	$31,430	$25,341	$27,840	$30,600	$28,315
203.30 Tech Serv Librarian	$52,096	$50,750	$37,326	$35,448	$26,065	$27,293	$36,699	$30,315
203.40 Public Serv Librarian	$39,758	$51,527	$32,268	$35,444	$29,300	$28,000	$32,552	$32,422
203.50 Reference Librarian	$34,150	$41,196	$33,288	$32,274	$26,500	$26,880	$31,742	$32,519
204.00 Dir Instit Research	$58,054	$58,850	$50,009	$47,500	$27,950	$38,700	$39,988	$43,864
204.10 Assc Dir Inst Res	*	$43,293	$36,000	$36,500	$29,800	$32,868	*	$40,977
205.00 Dir Educ Media Serv	$52,785	$51,000	$41,600	$36,655	$23,010	$28,400	$29,480	$39,480
206.00 Dir Learning Res Ctr	$44,850	$49,726	$49,533	$37,654	$28,563	$28,200	$49,752	$42,261
207.00 Dir Internatl Std Ed	$48,140	$60,000	$50,126	$45,384	$43,240	$41,551	$42,468	$41,891
208.00 Dir Comp Ctr,Opr/Acad	$61,374	$69,779	$38,160	$48,983	$37,750	$37,908	$53,805	$41,444
208.10 Assc Dir CC Opr/Acad	$57,598	$55,128	$41,414	$40,154	$24,265	$27,058	*	$34,800
209.00 Admn,Grants-Contract	$68,513	$62,100	$44,069	$44,615	$44,100	$30,000	$37,250	$41,345
210.00 Dean,Architecture	$79,511	$89,127	*	$79,100	*	$61,242	*	*
211.00 Dean,Agriculture	$77,983	$97,800	$65,000	$70,000	$58,168	$82,500	*	$50,181
212.00 Dean,Arts & Letters	*	$93,263	$72,780	$68,743	*	$50,820	$52,056	$48,551
213.00 Dean,Arts & Sciences	$105,900	$95,211	$70,610	$71,475	$52,837	$54,000	$53,500	$51,582
214.00 Dean,Business	$76,540	$104,000	$70,610	$76,705	$49,876	$52,750	$50,796	$49,497
215.00 Dean,Communications	*	$88,200	$63,644	$60,900	$27,000	$35,200	$44,553	$48,694
216.00 Dean,Continuing Ed	$78,550	$75,880	$58,582	$58,358	$47,101	$45,437	$50,555	$49,816
217.00 Dean,Dentistry	*	$128,000	*	$116,500	*	$26,500	*	$47,412
218.00 Dean,Education	$87,125	$87,700	$69,950	$67,500	$45,921	$46,860	$55,711	$48,570
219.00 Dean,Engineering	$112,460	$110,040	$80,418	$85,000	*	$56,552	*	$55,065
221.00 Dean,Extension	*	$82,978	$57,966	$63,674	*	$38,900	$64,562	$50,456
222.00 Dean,Fine Arts	$87,940	$82,594	$54,644	$67,405	$26,800	$43,550	$49,432	$46,731
223.00 Dean,Graduate Program	$108,450	$87,205	$68,606	$64,194	$53,550	$47,000	*	*
224.00 Dean,Hlth-Rltd Prof	$89,500	$85,492	$73,000	$70,200	$41,939	$46,353	$50,098	$49,488
225.00 Dean,Home Economics	$95,625	$82,500	$70,000	$58,013	$56,974	$33,000	*	$59,280
226.00 Dean,Humanities	$39,178	$92,055	$64,650	$66,054	$46,800	$42,752	$51,660	$50,258
227.00 Dean,Instruction	*	$100,361	*	*	$43,969	$58,460	$53,480	$55,178
228.00 Dean,Law	$114,525	$124,502	*	$116,304	*	$107,620	*	$43,004
229.00 Dean,Lib & Inf Sci	$75,600	$83,914	$54,195	$64,723	*	$47,308	$50,553	$52,419
230.00 Dean,Mathematics	*	$91,537	$38,658	$58,810	$55,300	$36,600	$51,663	$51,904
231.00 Dean,Medicine	*	$182,000	*	$159,956	*	*	*	*
232.00 Dean,Music	*	$85,500	*	$66,054	$27,000	$38,600	$45,332	$36,739
233.00 Dean,Nursing	$105,422	$87,320	$65,203	$65,699	$62,230	$45,525	$50,893	$44,095
234.00 Dean,Occ Std/Voc Ed	*	$75,952	$76,401	$70,000	*	$57,674	$54,658	$50,250
235.00 Dean,Pharmacy	$87,249	$104,300	$90,048	$79,500	*	$85,000	*	$53,111
236.00 Dean,Public Health	$114,000	$131,571	*	$80,258	*	*	*	$46,000
237.00 Dean,Sciences	$114,750	$101,167	$71,801	$67,100	$32,000	$48,180	$50,738	$51,804
238.00 Dean,Social Sciences	$99,400	$98,984	$74,908	$66,054	$42,387	$43,395	$55,654	$51,138
239.00 Dean,Social Work	$88,500	$89,976	$70,188	$65,000	*	$35,010	*	$52,000
240.00 Dean,Special Programs	$62,230	$74,500	$40,800	$54,698	$55,174	$45,721	$44,815	$45,098
241.00 Dean,Undergrad Prog	$77,564	$79,762	$68,386	$57,000	*	$53,850	*	$47,575
242.00 Dean,Veterinary Sci	*	$107,400	*	*	*	*	*	*
ADMINISTRATIVE								
301.00 Chief Business Off	$99,796	$97,825	$73,730	$77,914	$52,734	$61,668	$59,030	$57,500
301.01 Chief Admin Off	$78,375	$96,272	$79,356	$73,183	$56,789	$54,168	$59,072	$57,933
301.02 Chief Financial Off	$87,900	$86,000	$56,755	$63,784	$52,500	$51,806	$57,563	$50,000
301.10 Dir Health & Safety	$64,400	$57,296	$45,588	$38,453	$32,153	$45,000	$41,365	$36,750
301.20 Dir Telecommunic	$49,100	$56,068	$39,000	$41,507	$33,550	$28,500	*	$41,797
302.00 Chief Planning Off	*	$71,464	$48,257	$62,713	$42,762	$56,500	$57,632	$54,743
303.00 Chief Budgeting Off	$64,840	$62,900	$43,561	$51,794	$40,439	$43,159	$48,600	$45,798
303.10 Assc Budget Dir	$30,860	$49,069	$34,011	$40,721	$38,000	$35,000	$33,600	$39,237
304.00 Chief Plan-Budgt Off	$71,177	$80,000	$90,840	$58,850	$60,500	$50,684	*	$44,077
305.00 General Counsel	$81,388	$85,194	$65,020	$60,000	$52,419	$52,570	$45,000	$49,502
305.10 Staff Attorneys	$47,300	$51,670	*	$40,000	*	*	*	*
306.00 Chf Personnel/HR Off	$64,839	$66,063	$49,865	$50,063	$38,388	$36,270	$45,486	$45,226
306.10 Assc Dir Pers/HR	$48,652	$47,998	$35,851	$37,176	$27,257	$30,665	$40,173	$38,090
306.20 Manager Benefits	$30,361	$41,744	$32,856	$29,781	$25,235	$26,000	$27,916	$27,917
306.30 Manager Training-Dev	$41,200	$37,290	$27,811	$32,419	*	$28,696	$44,183	$41,600
306.40 Manager Empl Relatns	$44,056	$37,852	$40,436	$39,716	*	$36,600	$37,010	$40,583
306.50 Manager Labor Rel	$56,262	$50,184	*	$48,840	*	$45,792	*	$67,366
306.60 Manager Employment	$34,606	$39,041	$30,089	$28,308	$23,072	$27,538	$32,657	$29,766
306.70 Mgr Wage-Sal/Mgr,Comp	$36,584	$39,603	$30,422	$33,250	$25,253	$29,856	$31,500	$35,086
306.80 Mgr Personnel Inf Sys	$38,200	$40,560	$28,000	$31,491	$26,797	$25,931	$35,966	$32,507
307.00 Dir AA/EEO	$56,888	$52,650	$45,668	$45,000	$47,802	$41,392	$43,517	$37,647
307.10 Assc Dir AA/EEO	$38,400	$35,612	$40,212	$30,593	$38,469	$27,724	$35,448	$34,965
308.00 Dir Pers-AA	$110,000	$46,954	$56,040	$43,880	$25,831	$31,395	$43,739	$39,125
309.00 Dir Computer Center	$66,900	$77,800	$55,707	$58,240	$39,442	$42,400	$42,000	$46,194
309.10 Assc Dir Computer Ctr	$70,942	$59,366	$35,100	$44,992	$42,656	$34,351	$41,121	$36,900
309.20 Data Base Admin	$43,450	$48,976	$21,716	$38,497	$15,000	$33,800	$36,757	$38,767
309.30 Sys Analyst I-Hi	$41,264	$43,400	$50,960	$38,729	$27,000	$33,130	$28,850	$33,828
309.40 Sys Analyst II-Lo	$33,270	$29,740	$28,581	$28,979	$22,619	$24,744	$26,200	$30,302
309.50 Prog Analyst I-Hi	$29,302	$35,013	$34,803	$33,000	$29,970	$27,377	$33,685	$32,386
309.60 Prog Analyst II-Lo	$27,399	$25,680	$26,344	$26,000	$25,500	$23,010	$25,358	$25,445

*denotes no cases.

TABLE 30
COMPARISON OF MEDIAN SALARIES BETWEEN MINORITIES AND NON-MINORITIES BY INSTITUTIONAL CLASSIFICATION

CUPA 1990-91 ADCOMP SURVEY	DOCTORAL INSTITUTIONS		COMPREHENSIVE INSTITUTIONS		GENERAL BACCALAUREATE INSTITUTIONS		TWO YEAR INSTITUTIONS	
	MINORITY	NON-MINORITY	MINORITY	NON-MINORITY	MINORITY	NON-MINORITY	MINORITY	NON-MINORITY
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary
310.00 Dir, Comp Ctr Opr/Ad	$59,293	$65,017	$55,590	$48,708	$32,429	$36,500	$40,045	$41,503
310.10 Assc Dir Comp Ctr	*	$58,636	$43,722	$45,663	$38,000	$32,500	$25,453	$37,503
311.00 Dir Inform Systems	$67,116	$60,250	$47,258	$51,853	$18,000	$44,230	$50,000	$51,684
312.00 Chf Phys Plnt/Fac	$72,180	$71,805	$53,943	$53,810	$30,000	$41,000	$41,287	$41,334
312.10 Assc Dir Phys Plnt	$50,400	$54,480	$43,143	$41,263	$30,672	$30,492	$35,200	$33,600
312.20 Mgr Landscape/Grds	$36,005	$37,615	$33,826	$30,912	$29,293	$25,400	$26,856	$26,339
312.30 Mgr Bldg Mnt Trades	$42,218	$45,429	$32,850	$34,955	$32,000	$30,098	$24,320	$31,488
312.40 Mgr Tech Trades	$32,915	$42,607	$28,912	$34,817	$41,000	$30,241	$38,189	$29,040
312.50 Mgr Custodial Srv	$37,615	$37,213	$29,597	$31,000	$23,522	$25,186	$28,579	$26,493
312.60 Mgr Power Plant	$46,176	$43,767	$35,727	$35,417	$41,741	$35,000	$36,552	$28,812
313.00 Comptroller	$62,439	$70,400	$50,050	$53,010	$47,731	$40,200	$47,150	$41,700
313.10 Manager Payroll	$36,500	$39,979	$29,357	$29,393	$23,200	$23,165	$25,004	$27,566
314.00 Dir Accounting	$47,292	$52,300	$40,420	$40,440	$30,230	$31,189	$40,198	$35,544
314.10 Staff Accountant-Hi	$25,745	$36,000	$32,000	$29,065	$23,879	$25,316	$27,360	$29,529
314.20 Staff Accountant-Lo	$21,575	$24,200	$24,384	$24,237	$19,984	$22,000	$28,671	$23,769
315.00 Bursar	$42,994	$47,076	$33,715	$35,938	$26,650	$28,784	$24,007	$36,930
315.10 Assc Bursar	$33,076	$38,900	$27,525	$28,148	$30,313	$24,800	$20,800	$29,324
316.00 Dir Purchasing	$35,600	$52,128	$35,308	$38,300	$22,725	$30,254	$29,424	$34,902
316.10 Assc Dir Purchasing	$39,098	$42,994	$32,810	$32,088	$32,033	$23,250	$16,980	$26,163
317.00 Dir Bookstore	$48,500	$45,824	$33,500	$33,734	$14,750	$24,020	$28,997	$26,389
317.10 Assc Dir Bookstore	$39,020	$32,940	$20,221	$26,515	$20,000	$19,008	*	$24,558
318.00 Dir Internal Audit	$56,493	$56,084	$40,737	$39,858	$34,860	$38,040	$33,660	$35,500
319.00 Dir Aux Services	$54,214	$62,464	$40,141	$50,000	$49,059	$35,854	$35,738	$40,950
319.10 Mgr Mail Services	$29,556	$29,659	$21,962	$23,322	$17,249	$16,931	$22,957	$22,040
320.00 Dir Campus Security	$51,453	$51,888	$38,808	$39,000	$23,553	$29,175	$35,372	$30,625
321.00 Dir Risk Mgt/Ins	$53,888	$52,588	$30,105	$41,095	*	$30,169	*	$41,963
322.00 Admin Hosp Med Ctr	$50,000	$128,041	*	$113,250	*	$25,140	*	*
322.10 Dir Med Ctr Pub Rel	$50,692	$55,775	*	$49,995	*	$23,210	*	*
322.20 Dir Med Ctr Pers	$67,385	$56,463	*	$43,093	*	$17,850	*	*
EXTERNAL AFFAIRS								
401.00 Chief Developmnt Off	$76,560	$89,619	$70,954	$66,522	$41,500	$59,462	$50,599	$48,014
401.10 Dir Annual Giving	$35,370	$44,100	$32,708	$36,000	$30,000	$31,900	*	$36,980
401.20 Dir Corp/Fndtn Rel	$58,500	$50,683	$43,882	$39,900	$33,400	$36,712	*	$39,498
401.30 Coord Res Dev	$35,000	$36,575	$24,197	$30,011	$31,700	$27,070	*	$39,206
401.40 Dir Estate Pln	$46,196	$59,280	*	$45,000	*	$40,100	*	$31,127
402.00 Chf Public Rel Off	$90,742	$68,523	$42,496	$45,200	$37,054	$35,300	$37,426	$36,302
402.10 Dir Gov/Leg Rel	$72,850	$71,600	$62,620	$61,635	$32,000	$40,081	$35,409	$40,520
403.00 Chf Dev/Pub Rel Off	$109,950	$95,100	$65,248	$72,800	$59,400	$52,956	*	$45,500
404.00 Dir Alumni Affairs	$58,850	$54,101	$36,000	$36,500	$35,028	$30,253	$19,800	$26,367
405.00 Dir Dev/Alumni Aff	$60,000	$66,468	$45,760	$48,864	$36,000	$44,310	*	$39,911
406.00 Dir Spec/Defer Gifts	*	$58,250	*	$48,674	*	$38,261	*	$34,699
407.00 Dir Church Relations	$62,900	$52,000	*	$42,949	$31,428	$36,169	*	$34,067
408.00 Dir Community Serv	$49,075	$47,799	$42,547	$38,106	$37,524	$28,689	$48,000	$42,203
409.00 Dir Publications	$41,636	$44,868	$34,500	$36,800	$26,982	$30,000	$17,824	$33,630
409.10 Assc Dir Publicatns	$36,824	$34,414	$18,408	$29,332	*	$25,000	*	$26,893
409.20 Mgr Printing Srv	$32,475	$39,905	$27,300	$30,560	$26,420	$23,500	$24,235	$28,310
410.00 Dir Info Office	$64,923	$51,996	$39,346	$38,053	$15,000	$27,582	$30,417	$33,316
411.00 Dir News Bureau	$33,000	$40,846	$24,469	$31,225	$40,000	$24,500	$30,826	$31,432
STUDENT SERVICES								
501.00 Chf Student Aff Off	$88,875	$86,300	$70,000	$68,250	$54,000	$49,620	$55,550	$54,876
501.50 Dean of Students	$62,660	$58,800	$51,346	$50,000	$47,136	$40,700	$49,316	$48,393
502.00 Chief Admissions Off	$52,062	$60,000	$44,741	$48,742	$38,652	$40,000	$42,103	$38,721
502.10 Assc Dir Admissions	$37,682	$39,512	$31,800	$32,789	$30,000	$26,291	$29,463	$28,533
502.20 Admissions Counselor	$24,211	$22,450	$22,100	$23,165	$21,200	$19,000	$30,378	$23,950
502.30 Academic Advisor	$28,200	$38,552	$24,000	$28,000	$29,549	$27,354	$33,090	$29,962
503.00 Dir.Adm & Registrar	$78,393	$65,611	$53,117	$54,633	$20,385	$36,228	$40,000	$44,422
504.00 Registrar	$51,291	$57,100	$45,495	$44,413	$37,346	$33,446	$34,723	$36,949
504.10 Assc Registrar	$35,269	$41,793	$27,386	$35,098	$32,995	$25,200	$24,000	$31,993
504.20 Asst Registrar	$28,750	$30,627	$26,750	$28,694	$19,659	$20,660	$26,169	$27,203
505.00 Dir Adm/Fin Aid	*	$80,080	*	$58,850	$31,000	$46,463	$38,320	$41,736
506.00 Dir Student Fin Aid	$50,575	$53,750	$42,666	$42,536	$31,968	$33,000	$38,600	$36,377
506.10 Assc Dir Std Fin Aid	$36,636	$39,110	$28,584	$29,428	$26,762	$22,700	$30,367	$27,690
507.00 Dir Food Services	$67,170	$53,475	$38,000	$40,376	$27,100	$36,213	$28,190	$29,525
507.10 Assc Dir Food Serv	*	$40,000	$33,493	$35,587	$24,413	$27,000	$18,500	$21,550
508.00 Dir Student Housing	$45,489	$52,860	$38,400	$37,203	$27,825	$27,853	$21,100	$25,927
508.10 Assc Dir Std Housing	$53,701	$41,211	$29,883	$29,479	$25,000	$22,025	*	$29,486
508.20 Housing Off/Adm Opr	$44,688	$38,563	$31,761	$30,383	$25,728	$22,892	*	$8,000
508.30 Housing Off/Res Life	$38,200	$37,038	$35,183	$29,790	$29,650	$22,895	$20,945	$24,848
509.00 Dir. Union/Std Act	$49,452	$48,067	$37,887	$39,876	$21,000	$27,510	$40,694	$40,741
510.00 Dir Foreign Students	$49,494	$40,100	$35,294	$31,022	$29,400	$26,000	$33,355	$26,125
511.00 Dir Student Union	$43,904	$48,783	$37,221	$39,910	$33,662	$28,000	$27,113	$33,709
511.10 Assc Dir Std Union	$30,233	$34,875	$34,306	$31,044	$22,013	$25,500	*	$36,239
512.00 Dir Std Activities	$53,608	$39,140	$31,950	$32,450	$27,090	$25,066	$34,241	$32,400
513.00 Dir Std Placement	$43,350	$49,346	$38,847	$38,050	$23,500	$29,363	$33,993	$33,676
514.00 Dir Std Counseling	$53,507	$54,583	$40,119	$42,906	$29,800	$33,693	$44,524	$42,818
514.10 Assc Dir Std Cnslg	$35,875	$42,659	$32,127	$34,240	$30,026	$27,000	$36,540	$38,733
515.00 Dir Std Hlth-Physicn	$83,364	$82,832	$42,150	$69,301	$34,405	$39,625	*	$36,909
516.00 Dir Std Hlth-Nurse	$43,153	$39,453	$30,733	$31,560	$23,610	$23,232	$28,534	$28,550
517.00 Dir Campus Ministries	$33,288	$45,650	$42,000	$32,500	$27,550	$29,000	*	$23,760
518.00 Dir Athletics	$72,107	$79,884	$59,618	$54,737	$42,800	$40,000	$38,725	$39,926
519.00 Dir Sports Info	$32,225	$34,310	$28,932	$27,814	$25,200	$21,443	*	$22,493
520.00 Dir Athletics/Men	$71,000	$56,238	*	$52,632	$63,576	$43,800	*	$32,000
521.00 Dir Athletics/Women	$37,750	$47,050	$38,511	$42,619	$27,300	$33,000	*	$27,845
522.00 Dir Campus Rec	$48,799	$43,295	$30,872	$30,900	$37,058	$25,600	$19,846	$28,635
523.00 Chief Enrollment Mgmt	*	$65,100	$58,600	$58,836	$36,842	$55,023	$35,635	$40,914
524.00 Dir Minority Affairs	$43,000	$46,758	$36,733	$37,126	$32,009	$29,450	$31,200	*
525.00 Dir Conferences	$43,003	$44,638	$33,754	$35,200	$25,217	$30,618	*	$34,458

*denotes no cases.

TABLE 31
COMPARISON OF MEDIAN SALARIES BETWEEN INSIDE AND OUTSIDE HIRES BY INSTITUTIONAL CLASSIFICATION

CUPA 1990-91 ADCOMP SURVEY	DOCTORAL INSTITUTIONS		COMPREHENSIVE INSTITUTIONS		GENERAL BACCALAUREATE INSTITUTIONS		TWO YEAR INSTITUTIONS	
	INSIDE HIRE	OUTSIDE HIRE	INSIDE HIRE	OUTSIDE HIRE	INSIDE HIRE	OUTSIDE HIRE	INSIDE HIRE	OUTSIDE HIRE
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary
EXECUTIVE								
101.00 CEO / SYSTEM	$143,550	$141,325	$133,375	$112,500	$68,300	$80,000	$83,157	$85,000
101.10 Asst to CEO/System	$66,075	$60,000	$46,000	*	$39,543	$45,000	$58,372	$40,840
102.00 CEO / Single Inst	$127,500	$132,205	$96,700	$101,350	$80,000	$93,880	$75,900	$81,000
102.10 Asst to CEO/Single	$63,750	$62,200	$52,051	$53,100	$37,250	$37,050	$43,575	$36,296
103.00 Exec Vice Pres	$115,000	$123,203	$81,000	$75,603	$61,900	$64,978	$65,208	$69,000
ACADEMIC								
201.00 Chief Acad Off	$113,429	$107,120	$80,794	$84,299	$59,230	$67,708	$60,538	$60,867
202.00 Chf Hlth Prof Off	$137,777	$212,100	$107,484	$66,561	$42,785	$50,755	$56,990	$44,710
203.00 Dir Library Serv	$76,850	$80,463	$48,866	$57,238	$36,981	$39,278	$43,800	$41,418
203.10 Circulatn Librarian	$36,046	$36,125	$29,640	$28,500	$22,100	$22,360	$27,442	$32,197
203.20 Acquistns Librarian	$39,279	$37,625	$31,482	$31,754	$25,376	$27,704	$30,600	$28,788
203.30 Tech Serv Librarian	$51,437	$50,100	$36,644	$34,671	$27,344	$27,270	$30,312	$31,348
203.40 Public Serv Librarian	$50,600	$51,589	$36,084	$34,756	$36,000	$27,060	$33,087	$32,422
203.50 Reference Librarian	$41,600	$38,910	$34,870	$30,976	$28,742	$26,699	$28,059	$33,219
204.00 Dir Instit Research	$59,000	$56,721	$46,404	$49,938	$39,086	$36,500	$44,376	$43,025
204.10 Assc Dir Inst Res	$45,547	$41,738	$38,218	$35,700	$33,084	$24,500	$46,109	$40,333
205.00 Dir Educ Media Serv	$51,540	$49,195	$38,586	$36,470	$29,906	$27,709	$36,594	$39,620
206.00 Dir Learning Res Ctr	$50,746	$47,825	$47,731	$33,187	$32,337	$25,725	$45,004	$41,119
207.00 Dir Internatl Std Ed	$68,815	$54,636	$46,635	$47,510	$45,151	$37,444	$43,059	$42,180
208.00 Dir Comp Ctr,Opr/Acad	$67,883	$68,000	$49,603	$46,000	$40,745	$37,050	$41,820	$42,300
208.10 Assc Dir CC Opr/Acad	$56,600	$50,100	$40,154	$38,728	$26,531	$26,900	$37,779	$32,860
209.00 Admn,Grants-Contract	$62,700	$62,618	$44,376	$44,700	$33,537	$29,376	$43,969	$36,561
210.00 Dean,Architecture	$90,300	$88,400	$85,836	$78,550	$61,242	*	*	*
211.00 Dean,Agriculture	$91,008	$98,510	$70,040	$67,956	$61,884	$54,451	$45,199	$60,638
212.00 Dean,Arts & Letters	$92,377	$98,900	$65,361	$77,000	$50,160	$58,198	$50,324	$48,502
213.00 Dean,Arts & Sciences	$96,875	$93,115	$71,500	$70,845	$51,962	$55,105	$51,740	$52,166
214.00 Dean,Business	$97,200	$106,200	$73,500	$81,591	$52,750	$51,359	$49,484	$50,150
215.00 Dean,Communications	$80,000	$92,000	$55,888	$75,674	$31,825	$36,566	$48,444	$48,943
216.00 Dean,Continuing Ed	$70,350	$80,030	$60,819	$57,278	$45,936	$44,729	$50,179	$48,453
217.00 Dean,Dentistry	$118,220	$129,000	$90,240	$121,983	$26,500	*	$56,933	$43,734
218.00 Dean,Education	$84,416	$89,000	$66,989	$69,662	$48,671	$42,854	$48,971	$42,660
219.00 Dean,Engineering	$109,920	$111,685	$79,816	$87,112	$56,830	$43,350	$54,722	$58,855
221.00 Dean,Extension	$81,328	$83,150	$61,367	$74,900	$47,373	$30,399	$58,601	$44,365
222.00 Dean,Fine Arts	$76,661	$89,050	$63,328	$69,159	$43,600	$39,750	$49,432	$51,756
223.00 Dean,Graduate Program	$90,000	$84,960	$63,967	$67,625	$46,444	$47,220	*	*
224.00 Dean,Hlth-Rltd Prof	$86,000	$82,175	$68,257	$73,000	$55,750	$45,686	$50,696	$48,518
225.00 Dean,Home Economics	$77,425	$93,110	$39,570	$68,027	$33,000	$56,974	$62,169	$46,000
226.00 Dean,Humanities	$81,570	$102,840	$64,563	$66,000	$42,250	$51,669	$54,816	$48,613
227.00 Dean,Instruction	$64,600	$136,122	*	*	$58,460	$47,604	$50,829	$60,845
228.00 Dean,Law	$119,682	$127,825	$96,312	$125,000	$99,240	$116,000	$44,162	$36,900
229.00 Dean,Lib & Inf Sci	$78,312	$84,000	$53,369	$64,723	*	$47,308	$52,530	$42,273
230.00 Dean,Mathematics	$91,537	$96,921	$54,100	$67,400	$37,166	$34,900	$51,350	$51,833
231.00 Dean,Medicine	$187,250	$178,392	$167,100	$136,307	*	*	*	*
232.00 Dean,Music	$79,500	$88,683	$59,950	$70,476	$39,050	$33,897	$42,858	$36,739
233.00 Dean,Nursing	$81,200	$90,000	$65,350	$65,203	$44,355	$48,500	$44,314	$43,429
234.00 Dean,Occ Std/Voc Ed	$73,874	$78,739	$69,948	$72,188	$57,674	$57,825	$49,791	$51,276
235.00 Dean,Pharmacy	$104,750	$97,600	$76,400	$81,593	*	$85,000	*	$53,111
236.00 Dean,Public Health	$114,000	$134,972	*	$80,258	*	*	*	$46,000
237.00 Dean,Sciences	$104,040	$101,500	$66,380	$70,750	$47,567	$47,035	$51,040	$54,935
238.00 Dean,Social Sciences	$90,639	$106,500	$63,336	$75,779	$45,000	$36,656	$51,138	$52,802
239.00 Dean,Social Work	$83,000	$96,750	$58,000	$70,188	$35,010	$40,255	$52,000	*
240.00 Dean,Special Programs	$70,918	$83,558	$53,695	$48,952	$46,500	$51,367	$44,944	$45,034
241.00 Dean,Undergrad Prog	$78,945	$80,579	$60,028	$56,000	$49,500	$58,000	$47,575	$50,214
242.00 Dean,Veterinary Sci	$104,900	$115,000	*	*	*	*	*	*
ADMINISTRATIVE								
301.00 Chief Business Off	$96,800	$99,175	$77,154	$78,785	$57,475	$63,250	$58,438	$57,163
301.01 Chief Admin Off	$89,522	$97,850	$73,110	$79,356	$52,847	$56,100	$59,937	$53,675
301.02 Chief Financial Off	$88,700	$85,300	$64,775	$62,000	$52,112	$51,250	$49,114	$51,000
301.10 Dir Health & Safety	$57,344	$57,296	$38,343	$40,559	$60,200	$31,241	$38,483	$35,683
301.20 Dir Telecommunic	$59,000	$50,540	$41,613	$41,277	$32,642	$28,000	$40,456	$42,550
302.00 Chief Planning Off	$88,343	$69,248	$65,990	$56,868	$53,700	$55,000	$56,436	$50,486
303.00 Chief Budgeting Off	$62,700	$64,096	$51,268	$51,006	$39,100	$47,181	$45,620	$45,798
303.10 Assc Budget Dir	$49,238	$45,388	$42,174	$39,360	$35,350	$35,769	$32,800	$40,000
304.00 Chief Plan-Budgt Off	$80,095	$76,287	$58,850	$64,916	$50,684	$51,000	$45,679	$43,720
305.00 General Counsel	$74,290	$86,891	$61,480	$59,922	*	$52,570	$41,508	$49,751
305.10 Staff Attorneys	$49,743	$50,695	*	$40,000	*	*	*	*
306.00 Chf Personnel/HR Off	$64,000	$69,325	$48,368	$51,441	$34,000	$38,409	$45,054	$45,976
306.10 Assc Dir Pers/HR	$48,500	$44,931	$37,866	$35,100	$30,053	$31,130	$38,090	$40,286
306.20 Manager Benefits	$41,922	$39,376	$29,781	$30,517	$25,800	$27,750	$26,907	$28,110
306.30 Manager Training-Dev	$38,891	$37,290	$31,200	$31,883	$39,200	$25,268	$36,784	$41,801
306.40 Manager Empl Relatns	$39,029	$38,250	$35,200	$45,500	$37,060	$28,550	$33,249	$42,518
306.50 Manager Labor Rel	$47,071	$57,000	$51,000	$48,000	*	$45,792	$68,979	$65,753
306.60 Manager Employment	$37,244	$37,521	$28,308	$31,238	$25,734	$28,120	$26,712	$32,395
306.70 Mgr Wage-Sal/Mgr,Comp	$39,802	$38,689	$33,717	$32,196	$24,127	$33,978	$34,409	$33,632
306.80 Mgr Personnel Inf Sys	$39,279	$39,500	$31,150	$34,675	$25,825	$36,554	$29,087	$33,094
307.00 Dir AA/EEO	$54,900	$55,392	$44,700	$45,300	$49,310	$43,705	$46,171	$42,189
307.10 Assc Dir AA/EEO	$40,077	$36,880	$40,212	$32,706	$38,213	$26,964	$34,965	*
308.00 Dir Pers-AA	$48,500	$66,792	$47,739	$43,000	$29,305	$37,050	$42,814	$39,125
309.00 Dir Computer Center	$71,600	$81,161	$58,090	$59,741	$41,304	$42,803	$44,552	$47,922
309.10 Assc Dir Computer Ctr	$56,050	$67,000	$44,346	$42,750	$36,000	$35,280	$33,570	$43,786
309.20 Data Base Admin	$48,350	$49,000	$38,497	$36,950	$40,920	$25,800	$39,219	$37,263
309.30 Sys Analyst I-Hi	$43,833	$39,746	$38,000	$38,729	$32,710	$30,706	$31,543	$33,530
309.40 Sys Analyst II-Lo	$29,568	$30,583	$29,292	$27,730	$25,704	$24,062	$30,873	$30,228
309.50 Prog Analyst I-Hi	$32,184	$33,295	$33,096	$32,740	$28,182	$27,131	$32,136	$32,792
309.60 Prog Analyst II-Lo	$24,940	$25,896	$26,000	$26,000	$23,388	$22,860	$25,551	$25,445

*denotes no cases.

TABLE 31
COMPARISON OF MEDIAN SALARIES BETWEEN INSIDE AND OUTSIDE HIRES BY INSTITUTIONAL CLASSIFICATION

CUPA 1990-91 ADCOMP SURVEY	DOCTORAL INSTITUTIONS		COMPREHENSIVE INSTITUTIONS		GENERAL BACCALAUREATE INSTITUTIONS		TWO YEAR INSTITUTIONS	
	INSIDE HIRE	OUTSIDE HIRE	INSIDE HIRE	OUTSIDE HIRE	INSIDE HIRE	OUTSIDE HIRE	INSIDE HIRE	OUTSIDE HIRE
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary
310.00 Dir, Comp Ctr Opr/Ad	$62,500	$75,740	$52,096	$47,630	$33,300	$38,000	$41,437	$40,440
310.10 Assc Dir Comp Ctr	$58,764	$54,514	$45,107	$46,200	$30,154	$33,600	$36,398	$38,939
311.00 Dir Inform Systems	$59,437	$61,669	$46,200	$56,682	$42,600	$45,100	$48,470	$53,610
312.00 Chf Phys Plnt/Fac	$70,108	$71,910	$53,557	$54,000	$38,800	$42,020	$43,355	$39,373
312.10 Assc Dir Phys Plnt	$55,500	$52,540	$40,300	$42,340	$29,745	$31,930	$32,483	$34,500
312.20 Mgr Landscape/Grds	$37,645	$37,024	$30,632	$31,351	$25,334	$25,798	$27,204	$24,150
312.30 Mgr Bldg Mnt Trades	$45,469	$42,218	$33,175	$35,909	$30,090	$30,226	$31,488	$30,168
312.40 Mgr Tech Trades	$41,700	$41,280	$34,023	$35,810	$29,864	$31,665	$30,154	$30,022
312.50 Mgr Custodial Srv	$37,800	$35,547	$30,040	$31,332	$24,120	$25,958	$27,411	$27,240
312.60 Mgr Power Plant	$42,612	$44,385	$32,748	$38,376	$35,400	$35,000	$33,328	$30,312
313.00 Comptroller	$68,835	$70,274	$53,000	$51,300	$39,240	$41,909	$42,055	$41,918
313.10 Manager Payroll	$40,000	$38,155	$29,779	$27,588	$23,923	$22,050	$27,421	$27,566
314.00 Dir Accounting	$52,300	$51,354	$40,534	$40,420	$30,718	$31,213	$37,170	$36,000
314.10 Staff Accountant-Hi	$36,872	$31,450	$30,839	$29,221	$24,892	$25,400	$29,394	$29,544
314.20 Staff Accountant-Lo	$23,550	$24,200	$25,039	$24,075	$21,192	$22,000	$26,118	$24,335
315.00 Bursar	$46,626	$42,358	$35,826	$35,823	$28,665	$29,440	$31,252	$35,948
315.10 Assc Bursar	$39,500	$32,242	$27,113	$28,685	$24,465	$25,588	$29,421	$20,800
316.00 Dir Purchasing	$50,200	$53,461	$36,203	$39,924	$29,585	$30,710	$30,140	$36,750
316.10 Assc Dir Purchasing	$42,198	$39,240	$31,476	$32,810	$24,100	$24,846	$26,000	$28,202
317.00 Dir Bookstore	$43,375	$47,500	$34,344	$33,550	$22,259	$25,275	$26,530	$26,496
317.10 Assc Dir Bookstore	$36,477	$32,232	$27,312	$23,953	$19,593	$18,935	$24,766	$24,130
318.00 Dir Internal Audit	$55,554	$56,168	$37,280	$40,152	$42,295	$37,164	$34,727	$35,500
319.00 Dir Aux Services	$61,467	$62,912	$48,048	$50,000	$35,592	$36,768	$42,816	$39,570
319.10 Mgr Mail Services	$28,553	$32,354	$23,341	$22,077	$17,761	$16,350	$24,966	$21,119
320.00 Dir Campus Security	$51,944	$51,477	$36,365	$41,000	$27,957	$28,800	$30,199	$32,500
321.00 Dir Risk Mgt/Ins	$52,450	$52,484	$39,057	$43,025	$25,687	$33,718	$41,963	$32,988
322.00 Admin Hosp Med Ctr	$125,035	$133,126	$83,000	$143,500	*	$25,140	*	*
322.10 Dir Med Ctr Pub Rel	$60,000	$48,705	*	$49,995	*	$23,210	*	*
322.20 Dir Med Ctr Pers	$69,000	$57,360	$43,093	*	$17,850	*	*	*
EXTERNAL AFFAIRS								
401.00 Chief Developmnt Off	$89,372	$90,150	$64,500	$68,750	$54,496	$60,950	$52,755	$45,917
401.10 Dir Annual Giving	$40,750	$43,687	$36,700	$35,496	$32,000	$31,880	$41,625	$35,845
401.20 Dir Corp/Fndtn Rel	$58,900	$49,492	$43,097	$39,207	$36,940	$36,135	$32,240	$39,500
401.30 Coord Res Dev	$38,000	$35,508	$30,010	$27,770	$25,720	$27,390	$36,189	$39,135
401.40 Dir Estate Pln	$62,025	$56,946	$38,500	$49,832	$37,275	$40,493	*	$31,127
402.00 Chf Public Rel Off	$69,253	$69,012	$47,892	$44,940	$37,215	$35,000	$41,597	$35,270
402.10 Dir Gov/Leg Rel	$77,000	$63,100	$60,004	$63,869	$39,162	$49,644	$32,870	$38,376
403.00 Chf Dev/Pub Rel Off	$93,226	$97,050	$71,980	$74,955	$50,000	$59,400	$50,129	$38,255
404.00 Dir Alumni Affairs	$54,000	$55,000	$38,786	$35,880	$33,200	$29,000	$23,225	$27,455
405.00 Dir Dev/Alumni Aff	$66,600	$66,310	$43,680	$52,596	$38,200	$46,425	$37,293	$40,413
406.00 Dir Spec/Defer Gifts	$58,375	$50,000	$43,335	$49,136	$37,867	$38,800	$43,350	$31,699
407.00 Dir Church Relations	$51,125	$58,900	$42,949	$46,500	$30,400	$36,500	$41,573	$26,560
408.00 Dir Community Serv	$51,350	$46,081	$45,000	$36,290	$37,639	$29,600	$43,917	$41,897
409.00 Dir Publications	$44,705	$44,952	$36,851	$36,228	$31,000	$29,291	$33,462	$32,851
409.10 Assc Dir Publicatns	$34,000	$35,400	$33,864	$27,250	$26,085	$23,033	$23,158	$30,627
409.20 Mgr Printing Srv	$39,175	$42,495	$28,768	$31,417	$23,100	$23,550	$27,466	$27,029
410.00 Dir Info Office	$51,000	$57,750	$38,000	$37,953	$32,655	$27,038	$33,012	$33,183
411.00 Dir News Bureau	$41,240	$38,113	$30,738	$30,900	$25,000	$25,000	$34,784	$30,826
STUDENT SERVICES								
501.00 Chf Student Aff Off	$86,098	$87,593	$68,512	$68,000	$48,150	$50,100	$55,300	$54,860
501.50 Dean of Students	$58,981	$58,700	$53,585	$48,024	$41,570	$40,700	$48,393	$48,435
502.00 Chief Admissions Off	$58,910	$62,499	$46,635	$49,300	$36,155	$44,355	$38,483	$40,121
502.10 Assc Dir Admissions	$39,000	$40,000	$32,728	$32,565	$26,800	$26,133	$29,767	$27,184
502.20 Admissions Counselor	$23,836	$22,400	$25,000	$21,583	$20,136	$19,100	$31,858	$23,550
502.30 Academic Advisor	$38,552	$33,115	$27,957	$27,307	$30,319	$27,291	$25,610	$33,090
503.00 Dir.Adm & Registrar	$65,544	$69,258	$53,100	$54,883	$30,472	$40,400	$41,751	$45,310
504.00 Registrar	$55,850	$58,000	$43,222	$45,677	$32,623	$34,500	$36,152	$38,662
504.10 Assc Registrar	$41,947	$39,374	$34,205	$34,196	$25,863	$25,000	$33,834	$29,120
504.20 Asst Registrar	$30,984	$28,297	$27,999	$26,750	$21,800	$18,300	$27,626	$24,960
505.00 Dir Adm/Fin Aid	$82,164	$69,640	$60,560	$58,494	$45,050	$47,633	$40,028	$40,280
506.00 Dir Student Fin Aid	$52,000	$54,178	$41,465	$43,747	$31,690	$34,500	$36,377	$36,900
506.10 Assc Dir Std Fin Aid	$38,793	$38,088	$29,669	$29,075	$23,000	$21,675	$28,479	$26,875
507.00 Dir Food Services	$57,000	$51,867	$40,752	$39,445	$32,234	$35,107	$25,860	$28,750
507.10 Assc Dir Food Serv	$39,894	$40,000	$34,971	$33,349	$31,346	$24,939	$22,240	$17,050
508.00 Dir Student Housing	$53,754	$50,980	$40,000	$36,000	$28,828	$26,500	$29,280	$20,940
508.10 Assc Dir Std Housing	$40,862	$42,000	$30,714	$29,120	$25,000	$20,355	$29,513	$23,402
508.20 Housing Off/Adm Opr	$39,400	$37,200	$32,910	$28,928	$25,000	$19,000	*	$8,000
508.30 Housing Off/Res Life	$40,945	$30,943	$34,034	$28,000	$23,500	$22,895	$22,889	$24,529
509.00 Dir, Union/Std Act	$48,534	$47,600	$37,918	$37,120	$27,400	$27,020	$40,694	$40,741
510.00 Dir Foreign Students	$43,059	$38,100	$32,821	$29,472	$27,703	$25,609	$35,555	$30,000
511.00 Dir Student Union	$46,900	$46,925	$41,184	$39,399	$32,669	$27,425	$34,881	$24,380
511.10 Assc Dir Std Union	$37,180	$29,750	$31,264	$32,816	$27,647	$22,050	$30,681	$36,485
512.00 Dir Std Activities	$42,800	$37,677	$37,064	$29,786	$27,150	$24,665	$34,857	$30,977
513.00 Dir Std Placement	$46,395	$49,901	$39,881	$37,205	$29,425	$29,120	$35,262	$32,540
514.00 Dir Std Counseling	$50,722	$56,252	$44,000	$40,060	$33,240	$33,099	$45,427	$39,900
514.10 Assc Dir Std Cnslg	$44,605	$36,000	$37,485	$31,495	$36,635	$25,095	$32,608	$47,198
515.00 Dir Std Hlth-Physicn	$79,950	$88,568	$66,790	$69,549	$60,274	$38,750	*	$36,909
516.00 Dir Std Hlth-Nurse	$39,441	$39,329	$32,333	$30,410	$26,500	$22,550	$29,147	$27,053
517.00 Dir Campus Ministries	$39,950	$44,492	$35,000	$32,500	$28,899	$28,938	*	$23,760
518.00 Dir Athletics	$78,078	$79,500	$52,072	$57,020	$40,708	$39,456	$40,336	$39,202
519.00 Dir Sports Info	$36,048	$32,642	$30,156	$27,339	$22,704	$21,350	$26,707	$22,493
520.00 Dir Athletics/Men	$54,772	$68,220	$53,079	$50,700	$43,800	$46,784	*	$32,000
521.00 Dir Athletics/Women	$44,940	$49,750	$44,260	$39,600	$36,513	$27,300	*	$27,845
522.00 Dir Campus Rec	$47,730	$37,166	$33,231	$29,554	$30,500	$24,713	$33,320	$22,950
523.00 Chief Enrollment Mgmt	$65,100	$65,551	$62,000	$57,801	$56,800	$46,473	$40,786	$40,992
524.00 Dir Minority Affairs	$49,000	$41,313	$39,522	$35,539	$37,838	$30,200	$35,600	$30,975
525.00 Dir Conferences	$45,004	$41,629	$33,664	$35,464	$31,460	$29,074	$35,649	$33,255

*denotes no cases.

TABLE 32
COMPARISON OF MEDIAN SALARIES FOR MEDIAN YEARS OF SERVICE BY INSTITUTIONAL CLASSIFICATION

CUPA 1990-91 ADCOMP SURVEY	DOCTORAL INSTITUTIONS			COMPREHENSIVE INSTITUTIONS			GENERAL BACCALAUREATE INSTITUTIONS			TWO YEAR INSTITUTIONS		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
EXECUTIVE												
101.00 CEO / SYSTEM	141,325	4.5	36	119,807	4.0	21	78,883	4.5	24	85,350	6.0	81
101.10 Asst to CEO/System	64,000	1.0	21	62,852	4.5	6	*	1.0	3	54,715	6.0	19
102.00 CEO / Single Inst	132,000	5.0	117	99,251	6.0	261	90,482	6.0	329	78,337	5.0	251
102.10 Asst to CEO/Single	62,200	4.0	67	51,705	3.0	147	37,150	4.0	146	41,923	5.0	78
103.00 Exec Vice Pres	115,000	3.0	33	80,000	5.0	47	63,205	4.0	53	68,753	3.5	44
ACADEMIC												
201.00 Chief Acad Off	111,300	2.0	140	82,488	3.0	262	63,600	4.0	343	60,468	4.0	295
202.00 Chf Hlth Prof Off	154,000	4.0	41	83,844	2.0	10	48,035	4.5	8	47,947	4.5	14
203.00 Dir Library Serv	78,734	6.0	140	55,266	6.5	260	38,225	7.0	331	41,904	9.0	212
203.10 Circulatn Librarian	36,389	7.0	97	28,809	4.0	154	22,219	4.0	124	31,027	7.0	47
203.20 Acquistns Librarian	38,319	6.0	108	31,456	7.0	153	27,140	8.5	118	29,035	9.5	30
203.30 Tech Serv Librarian	50,200	5.0	92	35,424	6.0	168	27,217	6.0	199	31,144	5.0	76
203.40 Public Serv Librarian	50,950	7.0	73	35,000	5.0	112	28,550	7.0	109	32,604	5.0	41
203.50 Reference Librarian	39,500	6.0	89	31,172	6.0	168	26,870	5.0	200	32,666	8.5	78
204.00 Dir Instit Research	58,758	5.0	101	47,623	4.0	148	36,500	4.0	89	43,027	3.3	122
204.10 Assc Dir Inst Res	42,500	4.0	34	36,000	2.0	33	32,868	2.0	13	40,386	4.0	19
205.00 Dir Educ Media Serv	50,876	6.0	75	37,231	7.0	141	28,200	6.0	137	38,725	8.0	103
206.00 Dir Learning Res Ctr	49,254	4.0	44	38,500	5.0	87	28,525	5.0	94	42,566	7.0	134
207.00 Dir Internatl Std Ed	57,132	5.0	55	46,980	3.0	79	41,551	2.7	42	42,180	4.0	9
208.00 Dir Comp Ctr,Opr/Acad	67,100	5.0	76	47,845	4.0	113	37,700	4.0	123	42,139	6.5	44
208.10 Assc Dir CC Opr/Acad	54,756	5.0	44	40,115	4.5	48	26,812	3.0	44	34,800	8.0	7
209.00 Admn,Grants-Contract	62,768	5.0	125	44,385	5.0	132	30,300	2.0	50	41,221	5.0	63
210.00 Dean,Architecture	89,376	4.0	46	*	8.0	3	*	.4	1	*	*	
211.00 Dean,Agriculture	97,800	4.5	40	69,178	5.5	12	*	7.0	3	50,181	5.5	12
212.00 Dean,Arts & Letters	91,490	5.5	18	69,267	3.0	42	50,820	5.0	17	48,551	5.0	28
213.00 Dean,Arts & Sciences	95,410	3.0	91	70,906	3.0	144	53,441	5.5	54	52,250	4.0	70
214.00 Dean,Business	103,057	3.0	124	76,419	4.0	199	52,616	4.0	85	49,664	5.0	129
215.00 Dean,Communications	89,500	4.0	30	60,900	3.0	16	33,950	3.5	10	48,444	5.0	25
216.00 Dean,Continuing Ed	76,402	5.0	79	58,625	5.0	125	44,729	5.0	96	49,619	5.0	176
217.00 Dean,Dentistry	128,000	6.0	23	*	6.0	3	*	1.0	1	*	8.0	3
218.00 Dean,Education	87,700	4.0	110	68,116	3.0	173	46,860	4.0	68	48,395	5.0	17
219.00 Dean,Engineering	110,746	4.0	103	85,000	5.0	64	56,552	5.0	9	55,065	4.0	48
221.00 Dean,Extension	82,978	4.5	26	65,000	4.0	16	40,313	3.0	7	54,924	5.5	26
222.00 Dean,Fine Arts	84,400	4.0	37	67,400	4.0	58	43,500	4.0	33	49,432	4.0	20
223.00 Dean,Graduate Program	87,859	4.0	109	65,000	4.0	154	47,161	3.5	54	*	*	
224.00 Dean,Hlth-Rltd Prof	85,392	6.0	26	70,368	4.0	47	46,353	3.0	14	49,488	4.0	87
225.00 Dean,Home Economics	87,264	5.0	32	61,940	7.0	7	*	4.5	2	59,280	4.0	5
226.00 Dean,Humanities	88,884	5.5	20	65,000	3.0	33	43,652	4.0	42	50,258	5.0	62
227.00 Dean,Instruction	*	6.0	2	*	*		52,920	10.0	5	55,617	4.0	30
228.00 Dean,Law	125,002	3.0	73	116,000	3.0	33	107,620	4.0	5	*	7.5	2
229.00 Dean,Lib & Inf Sci	82,915	4.0	28	63,308	3.0	17	*	15.0	1	51,110	5.0	11
230.00 Dean,Mathematics	91,537	6.5	8	56,275	5.0	17	37,166	3.0	22	50,657	5.0	32
231.00 Dean,Medicine	180,196	3.5	46	159,000	5.0	4	*	*		*	*	
232.00 Dean,Music	85,500	7.0	23	66,054	6.0	19	36,900	5.0	16	36,739	11.0	7
233.00 Dean,Nursing	87,320	4.0	60	65,152	4.0	77	46,088	4.0	37	44,314	5.0	54
234.00 Dean,Occ Std/Voc Ed	75,952	5.0	11	70,020	5.0	30	57,674	5.0	13	50,161	5.0	124
235.00 Dean,Pharmacy	103,755	6.0	29	80,000	4.0	9	*	3.0	1	*	6.0	1
236.00 Dean,Public Health	128,600	4.0	10	*	11.0	1	*	*		*	3.0	1
237.00 Dean,Sciences	101,500	4.0	35	68,000	5.0	58	47,874	5.0	46	51,468	4.0	57
238.00 Dean,Social Sciences	99,025	3.5	20	68,958	5.0	32	43,395	4.0	47	51,939	9.0	61
239.00 Dean,Social Work	89,701	5.0	35	65,000	4.0	13	*	11.0	3	*	11.0	2
240.00 Dean,Special Programs	74,060	8.0	9	53,695	5.0	20	44,942	4.5	24	44,944	4.0	45
241.00 Dean,Undergrad Prog	78,945	4.5	26	59,750	5.0	31	53,700	4.0	18	47,655	5.0	4
242.00 Dean,Veterinary Sci	109,070	5.5	18	*	*		*	*		*	*	
ADMINISTRATIVE												
301.00 Chief Business Off	97,825	7.0	120	77,308	6.0	226	61,364	5.0	301	57,546	8.0	275
301.01 Chief Admin Off	94,149	4.0	38	73,200	3.5	58	54,864	2.0	37	57,933	5.0	45
301.02 Chief Financial Off	87,000	4.0	54	63,033	5.0	88	51,806	3.0	67	50,134	5.0	67
301.10 Dir Health & Safety	57,600	5.0	88	38,868	3.0	47	32,153	2.0	9	40,216	10.0	11
301.20 Dir Telecommunic	55,397	4.0	106	41,505	4.0	108	30,200	3.0	28	41,797	3.0	17
302.00 Chief Planning Off	71,464	4.0	32	62,448	3.5	46	54,625	3.0	33	54,931	4.5	42
303.00 Chief Budgeting Off	62,900	5.0	99	51,012	5.0	134	42,000	3.0	45	45,886	5.0	49
303.10 Assc Budget Dir	49,238	5.0	55	40,441	3.0	58	35,000	3.0	20	37,869	5.0	16
304.00 Chief Plan-Budgt Off	80,000	5.0	35	60,200	3.0	27	50,842	4.5	16	44,077	6.0	6
305.00 General Counsel	85,119	7.5	82	60,000	4.5	51	52,570	6.0	6	47,701	6.0	13
305.10 Staff Attorneys	52,042	3.0	39	*	2.0	3	*	*		*	2.0	1
306.00 Chf Personnel/HR Off	66,000	5.0	133	50,109	6.0	202	36,380	4.0	160	45,226	5.0	146
306.10 Assc Dir Pers/HR	48,240	5.0	70	36,496	4.0	89	30,600	3.0	38	40,173	5.0	33
306.20 Manager Benefits	41,508	4.0	111	30,000	3.0	123	25,900	2.0	39	27,917	2.5	32
306.30 Manager Training-Dev	37,780	3.0	65	31,200	3.0	38	28,696	4.0	5	41,801	3.0	11
306.40 Manager Empl Relatns	38,713	5.0	37	41,234	3.5	16	36,600	2.0	7	38,648	9.0	5
306.50 Manager Labor Rel	51,338	4.0	28	48,840	3.0	7	*	2.0	1	*	7.5	2
306.60 Manager Employment	37,836	3.0	96	29,019	4.0	72	27,235	2.0	17	29,951	5.0	15
306.70 Mgr Wage-Sal/Mgr,Comp	39,110	3.5	84	31,944	3.0	43	27,555	3.0	8	35,086	4.5	14
306.80 Mgr Personnel Inf Sys	38,200	4.0	49	31,441	3.0	25	25,931	1.5	10	32,507	2.0	7
307.00 Dir AA/EEO	54,631	4.0	107	45,000	4.0	104	43,705	3.0	20	43,368	2.5	36
307.10 Assc Dir AA/EEO	38,004	2.0	41	36,000	2.0	12	33,349	2.5	4	34,965	7.0	9
308.00 Dir Pers-AA	48,500	13.0	5	45,454	5.5	50	30,945	3.0	59	39,996	4.0	73
309.00 Dir Computer Center	76,100	5.0	108	58,240	8.0	160	42,360	6.0	152	46,152	7.0	151
309.10 Assc Dir Computer Ctr	60,556	7.0	43	44,356	7.0	62	35,497	3.0	61	36,750	5.0	37
309.20 Data Base Admin	48,266	5.0	58	38,497	5.0	61	29,200	3.0	19	37,535	3.0	24
309.30 Sys Analyst I-Hi	41,532	5.0	33	38,971	6.0	99	30,706	4.0	59	34,300	5.0	61
309.40 Sys Analyst II-Lo	33,270	2.0	24	30,235	3.0	67	24,925	3.0	30	30,375	3.0	26
309.50 Prog Analyst I-Hi	33,525	5.0	36	31,933	4.0	121	28,000	4.0	83	32,765	5.5	80
309.60 Prog Analyst II-Lo	26,537	2.0	38	25,839	2.0	84	23,400	2.0	73	25,719	4.0	68
310.00 Dir, Comp Ctr Opr/Ad	65,000	6.0	73	48,607	6.0	109	36,055	5.0	108	41,158	6.5	48

*denotes 3 cases or fewer

TABLE 32
COMPARISON OF MEDIAN SALARIES FOR MEDIAN YEARS OF SERVICE BY INSTITUTIONAL CLASSIFICATION

CUPA 1990-91 ADCOMP SURVEY	DOCTORAL INSTITUTIONS			COMPREHENSIVE INSTITUTIONS			GENERAL BACCALAUREATE INSTITUTIONS			TWO YEAR INSTITUTIONS		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
310.10 Asc Dir Comp Ctr	58,300	5.0	35	45,337	6.0	43	32,350	3.0	42	37,249	6.0	20
311.00 Dir Inform Systems	60,363	5.0	65	50,200	6.0	58	43,431	5.0	37	51,684	5.5	61
312.00 Chf Phys Plnt/Fac	71,638	5.0	143	53,810	5.0	261	40,950	5.0	284	41,300	5.0	237
312.10 Asc Dir Phys Plnt	54,344	4.0	95	41,434	4.0	126	30,496	4.0	123	34,031	3.0	79
312.20 Mgr Landscape/Grds	37,598	6.0	121	30,912	6.0	158	25,500	5.0	122	26,829	4.0	59
312.30 Mgr Bldg Mnt Trades	43,370	5.0	94	34,747	6.0	124	30,090	5.0	89	30,703	5.0	57
312.40 Mgr Tech Trades	41,390	6.0	51	34,712	5.0	54	30,241	4.0	39	30,252	2.0	18
312.50 Mgr Custodial Srv	37,377	5.0	109	30,208	5.0	164	24,300	4.0	137	27,414	5.0	81
312.60 Mgr Power Plant	43,498	6.0	83	35,417	6.3	86	35,200	9.0	36	32,179	5.5	18
313.00 Comptroller	70,274	5.0	119	52,900	6.0	179	40,100	4.0	198	42,224	6.0	135
313.10 Manager Payroll	39,425	5.0	134	29,393	5.0	164	23,200	4.0	105	27,566	6.0	77
314.00 Dir Accounting	52,150	4.0	103	40,713	5.0	145	31,189	4.0	89	35,772	4.3	98
314.10 Staff Accountant-Hi	32,340	4.0	41	29,276	4.0	121	25,200	3.0	117	30,000	5.0	77
314.20 Staff Accountant-Lo	24,200	3.0	37	23,778	2.0	82	21,552	2.0	79	24,669	3.0	60
315.00 Bursar	45,500	5.0	91	35,310	5.0	126	28,880	5.0	78	35,725	5.0	42
315.10 Asc Bursar	38,475	4.0	35	28,148	4.0	22	25,047	2.0	23	27,700	2.0	7
316.00 Dir Purchasing	52,000	5.0	144	37,950	5.0	213	30,030	5.0	120	34,179	6.0	137
316.10 Asc Dir Purchasing	41,706	4.0	66	31,782	5.0	59	24,473	4.0	24	26,082	5.0	20
317.00 Dir Bookstore	46,000	5.0	98	33,734	8.0	154	23,627	6.0	215	26,493	5.0	169
317.10 Asc Dir Bookstore	32,633	4.0	41	26,176	7.0	41	19,008	3.0	43	24,558	3.0	33
318.00 Dir Internal Audit	56,168	6.0	117	39,929	4.0	92	37,980	3.0	23	34,935	2.0	29
319.00 Dir Aux Services	62,232	7.0	77	48,700	6.0	98	36,000	4.6	52	39,752	7.0	55
319.10 Mgr Mail Services	29,601	5.0	113	23,183	5.0	138	17,000	4.0	123	21,937	8.0	37
320.00 Dir Campus Security	51,888	6.0	149	38,808	5.0	229	28,378	4.0	200	31,152	6.0	121
321.00 Dir Risk Mgt/Ins	52,863	4.5	76	40,040	4.0	28	*	4.0	3	41,963	8.0	5
322.00 Admin Hosp Med Ctr	125,070	6.0	29	*	4.0	2	*	10.0	1	*	*	
322.10 Dir Med Ctr Pub Rel	51,403	5.0	27	*	8.0	3	*	7.0	1	*	*	
322.20 Dir Med Ctr Pers	57,860	3.5	18	*	13.0	1	*	10.0	1	*	*	
EXTERNAL AFFAIRS												
401.00 Chief Developmnt Off	89,511	3.0	98	66,723	3.0	181	58,500	3.0	276	48,327	3.0	108
401.10 Dir Annual Giving	43,274	2.0	80	35,500	3.0	124	31,500	2.0	177	36,980	1.0	17
401.20 Dir Corp/Fndtn Rel	50,782	3.0	80	40,197	2.0	82	36,750	2.0	105	39,498	2.0	25
401.30 Coord Res Dev	35,662	3.0	48	28,000	3.0	47	27,350	2.0	60	39,206	1.0	15
401.40 Dir Estate Pln	56,946	5.0	44	43,160	4.0	42	39,914	4.0	73	*	6.5	2
402.00 Chf Public Rel Off	69,377	5.0	91	45,262	4.0	149	35,223	3.0	203	36,381	4.0	133
402.10 Dir Gov/Leg Rel	71,600	4.0	65	61,803	4.0	33	39,162	3.0	7	38,376	3.0	7
403.00 Chf Dev/Pub Rel Off	95,100	3.0	38	73,000	4.0	71	52,956	4.0	52	42,400	3.0	37
404.00 Dir Alumni Affairs	54,036	4.0	121	36,430	3.0	228	30,110	3.0	258	26,037	2.0	28
405.00 Dir Dev/Alumni Aff	65,000	3.0	22	48,755	4.0	29	43,310	3.0	25	39,911	2.5	20
406.00 Dir Spec/Defer Gifts	56,625	3.0	40	48,674	4.0	32	38,494	2.0	62	33,897	4.0	6
407.00 Dir Church Relations	52,000	6.5	4	42,949	4.0	12	35,451	4.5	42	34,067	6.5	4
408.00 Dir Community Serv	49,835	6.5	28	38,106	3.0	25	29,600	2.5	22	42,847	5.0	77
409.00 Dir Publications	44,910	5.0	98	36,655	4.0	142	29,392	3.0	111	33,157	5.0	44
409.10 Asc Dir Publicatns	34,409	3.0	35	29,427	2.0	46	25,000	2.0	51	26,893	3.0	12
409.20 Mgr Printing Srv	39,327	6.0	103	30,537	8.0	141	23,600	5.5	110	27,354	7.0	62
410.00 Dir Info Office	51,998	4.0	75	37,800	4.0	106	27,500	3.0	97	33,012	4.0	70
411.00 Dir News Bureau	40,346	3.0	65	30,969	4.0	80	24,500	2.0	62	31,119	4.0	12
STUDENT SERVICES												
501.00 Chf Student Aff Off	87,150	6.0	137	68,500	5.0	249	49,284	4.0	275	54,880	5.0	252
501.50 Dean of Students	58,500	4.5	68	50,000	4.0	100	40,425	3.0	117	48,097	7.0	79
502.00 Chief Admissions Off	59,488	5.0	122	47,895	5.0	215	40,000	4.0	262	39,538	5.0	132
502.10 Asc Dir Admissions	37,780	5.0	83	33,185	3.0	167	27,000	3.0	199	29,384	2.0	55
502.20 Admissions Counselor	23,934	2.0	34	21,931	2.0	111	19,277	1.0	165	24,677	4.0	63
502.30 Academic Advisor	26,566	4.0	19	27,040	3.0	55	27,228	3.0	46	28,639	4.0	25
503.00 Dir.Adm & Registrar	65,544	12.0	25	54,500	5.0	31	35,605	8.0	13	43,800	5.0	100
504.00 Registrar	57,100	8.0	135	44,618	8.0	241	33,419	5.0	327	36,594	5.0	167
504.10 Asc Registrar	42,149	5.0	88	34,553	5.0	104	25,760	5.0	65	31,993	6.0	31
504.20 Asst Registrar	31,056	4.0	64	27,889	5.0	118	20,710	3.0	99	27,203	3.0	43
505.00 Dir Adm/Fin Aid	80,080	5.0	15	58,850	5.0	18	45,194	4.0	54	41,008	6.0	31
506.00 Dir Student Fin Aid	53,000	6.0	152	42,670	6.0	264	32,635	5.0	323	36,770	5.0	258
506.10 Asc Dir Std Fin Aid	38,457	3.0	96	29,689	4.0	169	22,741	2.0	159	27,782	2.0	70
507.00 Dir Food Services	54,039	5.0	68	40,000	6.0	70	33,860	5.0	77	28,554	4.0	48
507.10 Asc Dir Food Serv	40,919	4.5	36	33,199	5.0	33	26,750	4.0	41	20,370	1.0	9
508.00 Dir Student Housing	52,800	6.0	121	37,800	4.0	198	27,858	2.0	173	25,000	3.0	38
508.10 Asc Dir Std Housing	41,066	4.0	64	30,046	3.0	77	21,603	2.0	48	28,835	1.0	5
508.20 Housing Off/Adm Opr	38,834	5.0	70	30,383	3.5	46	20,793	2.0	18	*	.4	1
508.30 Housing Off/Res Life	37,038	3.0	61	28,000	2.0	77	22,321	2.0	83	23,550	2.0	11
509.00 Dir, Union/Std Act	48,495	7.0	31	39,698	6.0	53	27,020	2.5	38	40,718	6.5	6
510.00 Dir Foreign Students	40,273	6.0	86	31,069	5.5	82	26,356	3.0	49	32,162	4.0	13
511.00 Dir Student Union	48,072	9.0	82	39,399	6.0	102	28,150	5.0	41	30,268	5.0	12
511.10 Asc Dir Std Union	34,461	5.0	49	32,431	5.0	53	24,700	4.0	18	*	6.0	3
512.00 Dir Std Activities	39,140	5.0	86	32,155	3.0	159	25,186	2.0	189	32,700	4.0	152
513.00 Dir Std Placement	48,657	6.0	138	38,000	4.0	229	28,697	4.0	250	33,676	4.3	136
514.00 Dir Std Counseling	54,500	5.5	130	42,636	5.0	226	33,024	4.0	208	42,930	5.0	176
514.10 Asc Dir Std Cnslg	42,659	5.0	56	33,522	4.0	39	27,300	2.0	40	36,540	3.0	16
515.00 Dir Std Hlth-Physicn	82,351	6.0	101	69,098	5.5	82	37,625	8.0	37	36,909	12.0	6
516.00 Dir Std Hlth-Nurse	39,329	7.0	55	31,643	6.0	152	23,200	6.0	192	28,550	6.0	58
517.00 Dir Campus Ministries	40,000	3.0	25	34,700	4.0	70	28,938	3.0	174	23,760	5.0	5
518.00 Dir Athletics	79,500	4.0	135	55,300	4.0	230	40,000	4.0	268	40,023	6.0	127
519.00 Dir Sports Info	34,017	4.0	121	28,000	5.0	178	21,485	2.0	116	24,533	5.0	5
520.00 Dir Athletics/Men	59,319	5.0	20	52,632	9.5	16	43,825	8.0	11	*	11.7	2
521.00 Dir Athletics/Women	46,900	7.0	41	41,683	8.5	46	31,900	8.5	32	*	10.0	3
522.00 Dir Campus Rec	43,500	7.0	111	31,116	5.0	142	26,760	3.0	75	25,313	5.0	26
523.00 Chief Enrollment Mgmt	65,100	2.0	21	58,679	3.0	43	52,169	3.0	47	40,836	3.0	17
524.00 Dir Minority Affairs	43,000	3.0	50	36,312	3.0	97	31,900	2.0	59	31,200	1.0	28
525.00 Dir Conferences	44,475	5.0	59	33,775	3.0	71	30,033	3.5	56	34,458	3.0	14

*denotes 3 cases or fewer

BEST COPY AVAILABLE

Appendices

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Abilene Christian University	003537	Comp Ins	Pri-Rel		TX
Adams State College	001345	Comp Ins	Public		CO
Adelphi University	002666	Doct Ins	Pri-Ind		NY
Adrian College	002234	Gen Bac	Pri-Rel		MI
Agnes Scott College	001542	Gen Bac	Pri-Ind		GA
Aims Community College	007582	2-Yr Acad	Public		CO
Alabama Aviation & Technical College	005749	2-Yr Acad	Public		AL
Albany College of Pharmacy	002885	Spec Med	Pri-Ind		NY
Albertus Magnus College	001374	Gen Bac	Pri-Rel		CT
Albright College	003229	Gen Bac	Pri-Rel		PA
Albuquerque Technical-Vocational Institute	004742	2-Yr Acad	Public	Office	NM
Alcorn State University	002396	Gen Bac	Public		MS
Alfred University	002668	Doct Ins	Pri-Ind		NY
Alice Lloyd College	001951	Gen Bac	Pri-Ind		KY
Allegany Community College	002057	2-Yr Acad	Public		MD
Allegheny College	003230	Gen Bac	Pri-Ind		PA
Allen County Community College	001901	2-Yr Acad	Public		KS
Allentown College-Saint Francis DeSales	003986	Gen Bac	Pri-Rel		PA
Alma College	002236	Gen Bac	Pri-Ind		MI
Alpena Community College	002237	2-Yr Acad	Public		MI
Alvernia College	003233	Gen Bac	Pri-Rel		PA
Alverno College	003832	Gen Bac	Pri-Rel		WI
Amarillo College	003540	2-Yr Acad	Public		TX
American Academy of Dramatic Arts	007465	Spec Art	Pri-Ind		NY
American Educational Complex	004003	2-Yr Acad	Public	Campus	TX
American Graduate School of International Management	001070	Comp Ins	Pri-Ind		AZ
American Institute of Business	003963	2-Yr Acad	Pri-Ind		IA
American University	001434	Doct Ins	Pri-Rel		DC
Amherst College	002115	Gen Bac	Pri-Ind		MA
Ana G. Mendez Educational Foundation	029078	Other	Pri-Ind	Office	PR
Anderson University	001785	Comp Ins	Pri-Rel		IN
Andover Newton Theological School	002116	Spec Rel	Pri-Ind		MA
Anna Maria College	002117	Comp Ins	Pri-Ind		MA
Anne Arundel Community College	002058	2-Yr Acad	Public		MD
Antioch University	008795	Comp Ins	Pri-Ind	Office	OH
Appalachian State University	002906	Comp Ins	Public	Campus	NC
Aquinas College	002239	Gen Bac	Pri-Ind		MI
Arapahoe Community	001346	2-Yr Acad	Public		CO
Arizona State University	001081	Doct Ins	Public		AZ
Arizona Western College	001071	2-Yr Acad	Public		AZ
Arkansas College	001088	Gen Bac	Pri-Rel		AR
Armstrong College	001115	Comp Ins	Pri-Ind		CA
Armstrong State College	001546	Comp Ins	Public	Campus	GA
Art Center College of Design	001116	Spec Art	Pri-Ind		CA
Art Institute of Boston	008174	Spec Art	Pri-Ind		MA
Asbury College	001952	Gen Bac	Pri-Ind		KY
Asbury Theological Seminary	001953	Spec Rel	Pri-Ind		KY
Asheville Buncombe Technical Community College	004033	2-Yr Acad	Public		NC
Ashland University	003012	Comp Ins	Pri-Ind		OH
Assumption College	002118	Comp Ins	Pri-Rel		MA
Atlanta Metropolitan College	012165	2-Yr Acad	Public	Campus	GA
Auburn University-Auburn	001009	Doct Ins	Public	Main	AL
Auburn University-Montgomery	008310	Comp Ins	Public	Campus	AL
Augusta College	001552	Comp Ins	Public		GA
Augustana College	001633	Gen Bac	Pri-Rel		IL
Augustana College	003458	Gen Bac	Pri-Rel		SD
Auraria Higher Education Center	RRH802	System	Public	Office	CO
Austin College	003543	Gen Bac	Pri-Rel		TX
Austin Community College	012015	2-Yr Acad	Public		TX
Austin Peay State University	003478	Comp Ins	Public	Campus	TN
Austin Presbyterian Theological Seminary	003544	Spec Rel	Pri-Rel		TX
Averett College	003702	Gen Bac	Pri-Rel		VA
Azusa Pacific University	001117	Comp Ins	Pri-Rel		CA
BSAA/Charter Oak College	029171	Gen Bac	Public		CT

*Single institution unless otherwise noted.

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Babson College	002121	Spec Bus	Pri-Ind		MA
Baker College of Muskegon	002296	2-Yr Acad	Pri-Ind	Campus	MI
Baldwin-Wallace College	003014	Gen Bac	Pri-Rel		OH
Ball State University	001786	Doct Ins	Public		IN
Barber-Scotia College	002909	Gen Bac	Pri-Rel		NC
Barclay College	001917	Gen Bac	Pri-Rel		KS
Bard College	002671	Gen Bac	Pri-Ind		NY
Barry University	001466	Comp Ins	Pri-Ind		FL
Bartlesville Wesleyan College	003151	Gen Bac	Pri-Rel		OK
Barton College	002908	Gen Bac	Pri-Rel		NC
Bay Path College	002122	2-Yr Acad	Pri-Ind		MA
Baylor College of Medicine	004949	Spec Med	Pri-Ind		TX
Beaver College	003235	Comp Ins	Pri-Ind		PA
Bellarmine College	001954	Gen Bac	Pri-Ind		KY
Belleville Area College	001636	2-Yr Acad	Public	Office	IL
Bellevue College	009743	Gen Bac	Pri-Ind		NE
Bellevue Community College	003769	2-Yr Acad	Public		WA
Belmont College	003479	Gen Bac	Pri-Rel		TN
Belmont Technical College	009941	2-Yr Acad	Public		OH
Bemidji State University	002336	Comp Ins	Public	Campus	MN
Benedict College	003420	Gen Bac	Pri-Rel		SC
Bennett College	002911	Gen Bac	Pri-Rel		NC
Bentley College	002124	Comp Ins	Pri-Ind		MA
Berea College	001955	Gen Bac	Pri-Ind		KY
Berean College	066687	Gen Bac	Pri-Rel		MO
Berklee College of Music	002126	Spec Art	Pri-Ind		MA
Berkshire Community College	002167	2-Yr Acad	Public	Main	MA
Berry College	001554	Gen Bac	Pri-Ind		GA
Beth-El College of Nursing	006175	Spec Med	Public		CO
Bethany Lutheran College	002337	2-Yr Acad	Pri-Rel		MN
Bethel College	001787	Comp Ins	Pri-Rel		IN
Bethel College	001905	Gen Bac	Pri-Rel		KS
Bethel College	009058	Gen Bac	Pri-Rel		MN
Biola University	001122	Comp Ins	Pri-Rel		CA
Birmingham-Southern College	001012	Gen Bac	Pri-Rel		AL
Bishop Clarkson College	009862	Gen Bac	Pri-Ind	Campus	NE
Bismarck State College	002988	2-Yr Acad	Public	Main	ND
Black Hawk College	008318	2-Yr Acad	Public	Office	IL
Black Hills State College	003459	Gen Bac	Public		SD
Blackburn University	001639	Comp Ins	Pri-Rel		IL
Bloomfield College	002597	Gen Bac	Pri-Ind		NJ
Blue Ridge Technical Institute	009684	2-Yr Acad	Public	Campus	NC
Board of Regents of South Dakota	BRD575	Other	Public	Office	SD
Boise Bible College	029350	Gen Bac	Pri-Rel		ID
Boise State University	001616	Comp Ins	Public		ID
Boome Community College	002862	2-Yr Acad	Public	Campus	NY
Boricua College	013029	2-Yr Acad	Pri-Ind		NY
Boston College	002128	Doct Ins	Pri-Ind		MA
Boston University	002130	Doct Ins	Pri-Ind		MA
Bowdoin College	002038	Gen Bac	Pri-Ind		ME
Bowie State University	002062	Comp Ins	Public	Campus	MD
Bowling Green State University	003018	Doct Ins	Public		OH
Bradford College	002132	Gen Bac	Pri-Ind		MA
Bradley University	001641	Comp Ins	Pri-Ind		IL
Brandeis University	002133	Doct Ins	Pri-Ind		MA
Brenau College	001556	Gen Bac	Pri-Ind		GA
Brescia College	001958	Gen Bac	Pri-Rel		KY
Briar Cliff College	001846	Gen Bac	Pri-Ind		IA
Bridgewater State College	002183	Comp Ins	Public		MA
Brigham Young University of Hawaii	001606	Gen Bac	Pri-Rel		HI
Bristol Community College	002176	2-Yr Acad	Public	Campus	MA
Broward Community College	001500	2-Yr Acad	Public		FL
Brown University	003401	Doct Ins	Pri-Ind		RI
Brunswick Junior College	001558	2-Yr Acad	Public		GA

*Single institution unless otherwise noted.

BEST COPY AVAILABLE

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Bryant College of Business Administration	003402	Comp Ins	Pri-Ind		RI
Bryn Mawr College	003237	Doct Ins	Pri-Ind		PA
Bucknell University	003238	Comp Ins	Pri-Ind		PA
Bucks County Community College	003239	2-Yr Acad	Public		PA
Buena Vista College	001847	Gen Bac	Pri-Ind		IA
Butler University	001788	Comp Ins	Pri-Ind		IN
Cabrillo College	001124	2-Yr Acad	Public		CA
Caldwell College	002598	Gen Bac	Pri-Rel		NJ
Caldwell Community College & Technical Institute	004835	2-Yr Acad	Public	Campus	NC
California Institute of Technology	001131	Doct Ins	Pri-Ind		CA
California Institute of the Arts	001132	Spec Art	Pri-Ind		CA
California Lutheran University	001133	Comp Ins	Pri-Rel		CA
California Maritime Academy	001134	Oth Spec	Public		CA
California School of Professional Psychology-Los Angeles	010013	Oth Spec	Pri-Ind	Office	CA
California State Polytechnic University-Pomona	001144	Comp Ins	Public	Campus	CA
California State University-Bakersfield	007993	Comp Ins	Public	Campus	CA
California State University-Dominguez Hills	001141	Comp Ins	Public	Main	CA
California State University-Fresno	001147	Comp Ins	Public	Campus	CA
California State University-Northridge	001153	Comp Ins	Public	Campus	CA
California State University-Sacramento	001150	Comp Ins	Public	Campus	CA
California State University-San Marcos	030113	Comp Ins	Public		CA
California State University-Stanislaus	001157	Comp Ins	Public	Campus	CA
California State University-System	001136	System	Public	Office	CA
California University of Pennsylvania	003316	Comp Ins	Public	Main	PA
Calvin College	002241	Gen Bac	Pri-Rel		MI
Cameron University	003150	Gen Bac	Public		OK
Campbellsville College	001959	Gen Bac	Pri-Rel		KY
Canisius College	002681	Comp Ins	Pri-Ind		NY
Carleton College	002340	Gen Bac	Pri-Ind		MN
Carnegie Mellon University	003242	Doct Ins	Pri-Ind		PA
Carroll College	003838	Gen Bac	Pri-Ind		WI
Carteret Community College	008081	2-Yr Acad	Public		NC
Case Western Reserve University	003024	Doct Ins	Pri-Ind		OH
Casper College	003928	2-Yr Acad	Public		WY
Castleton State College	003683	Gen Bac	Public	Campus	VT
Catawba College	002914	Gen Bac	Pri-Rel		NC
Catawba Valley Community College	005318	2-Yr Acad	Public	Campus	NC
Catholic University of America	001437	Doct Ins	Pri-Ind		DC
Catonsville Community College	002063	2-Yr Acad	Public		MD
Cayuga County Community College	002861	2-Yr Acad	Public		NY
Cazenovia College	002685	Gen Bac	Pri-Ind		NY
Cecil Community College	008308	2-Yr Acad	Public		MD
Cedar Crest College	003243	Gen Bac	Pri-Rel		PA
Centenary College	002599	Gen Bac	Pri-Ind		NJ
Central Christian College of the Bible	029144	Gen Bac	Pri-Ind		MO
Central College	001908	2-Yr Acad	Pri-Ind		KS
Central Community College	029007	2-Yr Acad	Public	Office	NE
Central Maine Technical College	005276	2-Yr Acad	Public	Campus	ME
Central Michigan University	002243	Comp Ins	Public		MI
Central Missouri State University	002454	Comp Ins	Public		MO
Central Piedmont Community College	002915	2-Yr Acad	Public		NC
Central State University	003026	Gen Bac	Public		OH
Central State University	003152	Comp Ins	Public		OK
Central University of Iowa	001850	Gen Bac	Pri-Ind		IA
Central Virginia Community College	004988	2-Yr Acad	Public	Campus	VA
Central Washington University	003771	Comp Ins	Public		WA
Centralia College	003772	2-Yr Acad	Public		WA
Centre College	001961	Gen Bac	Pri-Ind		KY
Champlain College	003684	2-Yr Acad	Pri-Ind		VT
Chapman College	001164	Comp Ins	Pri-Rel	Main	CA
Charles County Community College	002064	2-Yr Acad	Public	Main	MD
Charles S. Mott Community College	002261	2-Yr Acad	Public		MI
Chatfield College	010880	2-Yr Acad	Pri-Rel		OH
Chatham College	003244	Gen Bac	Pri-Ind		PA

*Single institution unless otherwise noted.

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Chicago State University	001694	Comp Ins	Public	Main	IL
Christ College Irvine	029059	Gen Bac	Pri-Rel		CA
Christian Theological Seminary	001789	Spec Rel	Pri-Rel		IN
Christopher Newport College	003706	Gen Bac	Public		VA
Church Divinity School of the Pacific	001165	Spec Rel	Pri-Ind		CA
Cincinnati Technical College	010345	2-Yr Acad	Public		OH
Citadel Military College of South Carolina	003423	Comp Ins	Public	Campus	SC
City University of New York-Graduate School & University Ctr	004063	Doct Ins	Public	Campus	NY
City University of New York-System Office	002686	System	Public	Office	NY
Clackamas Community College	004878	2-Yr Acad	Public		OR
Claflin College	003424	Gen Bac	Pri-Rel	Main	SC
Claremont University Center & Graduate School	001169	Doct Ins	Pri-Ind	Campus	CA
Clark College	003773	2-Yr Acad	Public		WA
Clark County Community College	010362	2-Yr Acad	Public		NE
Clark State Community College	004852	2-Yr Acad	Public		OH
Clark University	002139	Doct Ins	Pri-Ind		MA
Clarke College	001852	Gen Bac	Pri-Rel		IA
Clarkson University	002699	Doct Ins	Pri-Ind		NY
Clayton State College	008976	2-Yr Acad	Public		GA
Clemson University	003425	Doct Ins	Public		SC
Cleveland Institute of Music	003982	Spec Art	Pri-Ind		OH
Cleveland State Community College	003999	2-Yr Acad	Public		TN
Cleveland State University	003032	Comp Ins	Public		OH
Cogswell Polytechnical College	001177	Gen Bac	Pri-Ind		CA
Colby College	002039	Gen Bac	Pri-Ind		ME
Colby-Sawyer College	002572	Gen Bac	Pri-Ind		NH
Colgate University	002701	Comp Ins	Pri-Ind		NY
College Misericordia	003247	Gen Bac	Pri-Rel		PA
College of Associated Arts	029191	Gen Bac	Pri-Ind		MN
College of DuPage	006656	2-Yr Acad	Public		IL
College of Eastern Utah	003676	2-Yr Acad	Public		UT
College of Great Falls	002527	Comp Ins	Pri-Rel		MT
College of Idaho	001617	Gen Bac	Pri-Rel		ID
College of Lake County	007694	2-Yr Acad	Public		IL
College of Mount Saint Joseph	003033	Gen Bac	Pri-Rel		OH
College of Notre Dame	001179	Gen Bac	Pri-Rel		CA
College of Notre Dame of Maryland	002065	Comp Ins	Pri-Ind		MD
College of Osteopathic Medicine of Oklahoma State University	011282	Spec Med	Public	Campus	OK
College of Osteopathic Medicine of the Pacific	029133	Spec Med	Pri-Ind		CA
College of Our Lady of the Elms	002140	Gen Bac	Pri-Rel		MA
College of Saint Benedict	002341	Gen Bac	Pri-Rel		MN
College of Saint Catherine	002342	Gen Bac	Pri-Rel		MN
College of Saint Frances	001664	Comp Ins	Pri-Ind		IL
College of Saint Mary	002540	Spec Med	Pri-Ind		NE
College of Saint Rose	002705	Comp Ins	Pri-Ind		NY
College of Saint Scholastica	002343	Gen Bac	Pri-Ind		MN
College of Santa Fe	002649	Comp Ins	Pri-Ind		NM
College of William & Mary	003705	Doct Ins	Public		VA
College of the Atlantic	011385	Gen Bac	Pri-Ind		ME
College of the Holy Cross	002141	Gen Bac	Pri-Rel		MA
College of the Redwoods	001185	2-Yr Acad	Public	Main	CA
Colorado Christian University	009401	Comp Ins	Pri-Ind	Office	CO
Colorado Community College & Occupational Education System	CCC802	System	Public	Office	CO
Colorado Mountain College	009007	2-Yr Acad	Public	Office	CO
Colorado School of Mines	001348	Spec Eng	Public		CO
Colorado State University	001350	Doct Ins	Public		CO
Columbia Bible College & Seminary	003429	Spec Rel	Pri-Ind		SC
Columbia College	003430	Gen Bac	Pri-Rel		SC
Columbia College of Nursing	006640	Gen Bac	Pri-Ind		WI
Columbia State Community College	003483	2-Yr Acad	Public		TN
Columbia Theological Seminary	001560	Spec Rel	Pri-Rel		GA
Columbia University	002707	Doct Ins	Pri-Ind		NY
Columbia University Teachers College	003979	Oth Spec	Pri-Ind		NY
Columbia-Greene Community College	006789	2-Yr Acad	Public	Campus	NY

*Single institution unless otherwise noted.

APPENDIX A

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Columbus College	001561	Comp Ins	Public		GA
Columbus State Community College	006867	2-Yr Acad	Public		OH
Community College of Allegheny County	003231	System	Public	Office	PA
Community College of Aurora	029367	2-Yr Acad	Public		CO
Community College of Beaver County	006807	2-Yr Acad	Public		PA
Community College of Denver	009542	2-Yr Acad	Public		CO
Community College of Rhode Island	003408	2-Yr Acad	Public	Main	RI
Community Colleges of Hawaii-System	CMM968	System	Public	Office	HI
Community Colleges of Spokane	003793	2-Yr Acad	Public	Office	WA
Concordia College	002709	Gen Bac	Pri-Rel		NY
Concordia College at Moorhead	002346	Gen Bac	Pri-Rel		MN
Concordia Seminary	002457	Spec Rel	Pri-Rel		MO
Connecticut College	001379	Comp Ins	Pri-Ind		CT
Connecticut State University System	666656	Comp Ins	Public	Office	CT
Cooke County College	003558	2-Yr Acad	Public		TX
Cornell College	001856	Gen Bac	Pri-Ind		IA
Cornell University	002711	Doct Ins	Pri-Ind	Main	NY
Corning Community College	002863	2-Yr Acad	Public	Campus	NY
Covenant College	003484	Gen Bac	Pri-Rel		GA
Covenant Theological Seminary	004707	Spec Rel	Pri-Rel		MO
Creighton University	002542	Comp Ins	Pri-Rel		NE
Culinary Institute of America	007304	2-Yr Acad	Pri-Ind		NY
Cumberland College	001962	Gen Bac	Pri-Rel		KY
Cuyahoga Community College	008797	2-Yr Acad	Public		OH
D'Youville College	002712	Spec Med	Pri-Ind		NY
Dakota State University	003463	Gen Bac	Public		SD
Dakota Wesleyan University	003461	Gen Bac	Pri-Rel		SD
Dallas County Community College District	003561	System	Public	Office	TX
Dalton College	003956	2-Yr Acad	Public		GA
Daniel Webster College	004731	Gen Bac	Pri-Ind		NH
Dartmouth College	002573	Doct Ins	Pri-Ind		NH
Darton College	001543	2-Yr Acad	Public		GA
David Lipscomb College	003486	Gen Bac	Pri-Rel		TN
Davidson College	002918	Gen Bac	Pri-Rel		NC
Davis & Elkins College	003811	Gen Bac	Pri-Ind		WV
Daytona Beach Community College	001475	2-Yr Acad	Public	Office	FL
De Paul University	001671	Comp Ins	Pri-Rel		IL
DePauw University	001792	Comp Ins	Pri-Rel		IN
DeVry Institute of Technology	001672	Gen Bac	Pri-Ind	Campus	IL
Defiance College	003041	Gen Bac	Pri-Rel		OH
Dekalb College	001562	2-Yr Acad	Public		GA
Del Mar College	003563	2-Yr Acad	Public		TX
Delaware County Community College	007110	2-Yr Acad	Public		PA
Delgado Community College	004626	2-Yr Acad	Public	Office	LA
Delta College	002251	2-Yr Acad	Public		MI
Delta State University	002403	Comp Ins	Public		MS
Des Moines Area Community College	008735	2-Yr Acad	Public		IA
Detroit College of Business	002253	Gen Bac	Pri-Ind	Main	MI
Dickinson College	003253	Gen Bac	Pri-Ind		PA
Dickinson School of Law	003254	Spec Law	Pri-Ind		PA
Dominican College of Blauvelt	002713	Gen Bac	Pri-Ind		NY
Dordt College	001859	Gen Bac	Pri-Rel		IA
Drake University	001860	Comp Ins	Pri-Ind		IA
Drew University	002603	Doct Ins	Pri-Ind		NJ
Drury College	002461	Gen Bac	Pri-Ind		MO
Duke University	002920	Doct Ins	Pri-Ind		NC
Duquesne University	003258	Comp Ins	Pri-Rel		PA
Dutchess Community College	002864	2-Yr Acad	Public	Campus	NY
Dyersburg State Community College	006835	2-Yr Acad	Public		TN
Earlham College	001793	Gen Bac	Pri-Rel		IN
East Carolina University	002923	Comp Ins	Public		NC
East Central Community College	002404	2-Yr Acad	Public		MS
East Central University	003154	Comp Ins	Public		OK
East Georgia College	010997	2-Yr Acad	Public		GA

*Single institution unless otherwise noted.

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
East Tennessee State University	003487	Comp Ins	Public		TN
East Texas State University at Texarkana	029269	Gen Bac	Public	Campus	TX
Eastern Connecticut State University	001425	Comp Ins	Public	Campus	CT
Eastern Illinois University	001674	Comp Ins	Public	Campus	IL
Eastern Kentucky University	001963	Comp Ins	Public		KY
Eastern Maine Technical College	005277	2-Yr Acad	Public	Campus	ME
Eastern Mennonite College	003708	Gen Bac	Pri-Rel		VA
Eastern Montana College	002530	Gen Bac	Public	Campus	MT
Eastern New Mexico University-Roswell	002661	2-Yr Acad	Public	Campus	NM
Eastern Oregon State College	003193	Comp Ins	Public	Campus	OR
Eastern Virginia Medical Authority	010338	Spec Med	Pri-Ind		VA
Eastern Wyoming College	003929	2-Yr Acad	Public		WY
Eckerd College	001487	Gen Bac	Pri-Rel		FL
Edgewood College	003848	Gen Bac	Pri-Rel		WI
Edinboro University of Pennsylvania	003321	Comp Ins	Public		PA
Edison Community College	001477	2-Yr Acad	Public	Office	FL
Edison State Community College	012270	2-Yr Acad	Public		OH
Edmonds Community College	005001	2-Yr Acad	Public		WA
El Paso Community College	010387	2-Yr Acad	Public		TX
Elgin Community College	001675	2-Yr Acad	Public		IA
Elizabethtown College	003262	Gen Bac	Pri-Ind		PA
Ellsworth Community College	001862	2-Yr Acad	Public	Campus	IA
Elmhurst College	001676	Gen Bac	Pri-Ind		IL
Elmira College	002718	Comp Ins	Pri-Ind		NY
Elon College	002927	Gen Bac	Pri-Ind		NC
Embry-Riddle Aeronautical University	001479	Gen Bac	Pri-Ind	Office	FL
Emerson College	002146	Comp Ins	Pri-Ind		MA
Emory University	001564	Doct Ins	Pri-Ind		GA
Emory and Henry College	003709	Gen Bac	Pri-Rel		VA
Emporia State University	001927	Comp Ins	Public		KS
Episcopal Theological Seminary of the Southwest	003566	Spec Rel	Pri-Rel		TX
Erie Business Center	029341	2-Yr Acad	Pri-Ind		PA
Erie Community College	012427	2-Yr Acad	Public	Office	NY
Eureka College	001678	Gen Bac	Pri-Rel		IL
Evangel College	002463	Gen Bac	Pri-Rel		MO
Everett Community College	003776	2-Yr Acad	Public		WA
Evergreen State College	008155	Gen Bac	Public		WA
Fairfield University	001385	Comp Ins	Pri-Ind		CT
Fairleigh Dickinson University	008770	Comp Ins	Pri-Ind		NJ
Fairmont State College	003812	Gen Bac	Public	Campus	WV
Faith Baptist Bible College	007121	Gen Bac	Pri-Rel		IA
Fashion Institute of Technology	002866	Gen Bac	Public		NY
Fergus Falls Community College	002352	2-Yr Acad	Public		MN
Ferrum College	003711	Gen Bac	Pri-Rel		VA
Fitchburg State College	002184	Gen Bac	Public		MA
Florence-Darlington Technical College	003990	2-Yr Acad	Public		SC
Florida A & M University	001480	Doct Ins	Public		FL
Florida Atlantic University	001481	Comp Ins	Public		FL
Florida Institute of Technology	001469	Doct Ins	Pri-Ind		FL
Florida International University	009635	Comp Ins	Public	Campus	FL
Florida State University	001489	Doct Ins	Public		FL
Floyd College	009507	2-Yr Acad	Public		GA
Fort Hays State University	001915	Comp Ins	Public		KS
Francis Marion College	009226	Gen Bac	Public		SC
Franklin & Marshall College	003265	Gen Bac	Pri-Ind		PA
Franklin College of Indiana	001798	Gen Bac	Pri-Ind		IN
Franklin Pierce College	002575	Gen Bac	Pri-Ind		NH
Franklin Pierce Law Center	020979	Spec Law	Public		NH
Franklin University	003046	Gen Bac	Pri-Ind		OH
Fresno Pacific College	001253	Comp Ins	Pri-Rel		CA
Front Range Community College	007933	2-Yr Acad	Public		CO
Frostburg State University	002072	Comp Ins	Public	Campus	MD
Furman University	003434	Comp Ins	Pri-Rel		SC
GMI Engineering & Management Institute	002262	Spec Eng	Pri-Ind		MI

---

*Single institution unless otherwise noted.

BEST COPY AVAILABLE

APPENDIX A

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Gadsden State Community College	001017	2-Yr Acad	Public		AL
Gainesville College	001567	2-Yr Acad	Public		GA
Gallaudet University	001443	Comp Ins	Pri-Ind		DC
Galveston College	006662	2-Yr Acad	Public		TX
Gannon University	003266	Comp Ins	Pri-Rel		PA
Gardner-Webb College	002929	Comp Ins	Pri-Rel		NC
Gaston College	002973	2-Yr Acad	Public		NC
Gateway Technical College	010883	2-Yr Acad	Public	Office	WI
Genesee Community College	006782	2-Yr Acad	Public		NY
George Mason University	003749	Comp Ins	Public		VA
George Washington University	001444	Doct Ins	Pri-Ind		DC
Georgetown College	001964	Gen Bac	Pri-Rel		KY
Georgetown University	001445	Doct Ins	Pri-Rel		DC
Georgia College	001602	Comp Ins	Public	Main	GA
Georgia Institute of Technology	001569	Doct Ins	Public		GA
Georgia Southern College	001572	Comp Ins	Public		GA
Georgia Southwestern College	001573	Comp Ins	Public		GA
Georgia State University	001574	Doct Ins	Public		GA
Germanna Community College	008660	2-Yr Acad	Public		VA
Gettysburg College	003268	Gen Bac	Pri-Rel		PA
Golden Gate University	001205	Comp Ins	Pri-Ind	Main	CA
Goldey Beacom College	001429	Gen Bac	Pri-Ind		DE
Gonzaga University	003778	Comp Ins	Pri-Ind		WA
Gordon College	002153	Gen Bac	Pri-Ind		MA
Goshen College	001799	Gen Bac	Pri-Rel		IN
Goucher College	002073	Gen Bac	Pri-Ind		MD
Governors State University	009145	Comp Ins	Public		IL
Graceland College	001866	Gen Bac	Pri-Rel		IA
Grambling State University	002006	Comp Ins	Public		LA
Grand Valley State University	002268	Comp Ins	Public		MI
Green Mountain College	003687	2-Yr Acad	Pri-Ind		VT
Greenfield Community College	002169	2-Yr Acad	Public		MA
Greensboro College	002930	Gen Bac	Pri-Rel		NC
Grinnell College	001868	Gen Bac	Pri-Ind		IA
Guilford College	002931	Gen Bac	Pri-Ind		NC
Hagerstown Junior College	002074	2-Yr Acad	Public		MD
Hahnemann University	003271	Doct Ins	Pri-Ind		PA
Hamilton College	002728	Gen Bac	Pri-Ind		NY
Hampden-Sydney College	003713	Gen Bac	Pri-Ind		VA
Hampton University	003714	Comp Ins	Pri-Ind		VA
Harcum Junior College	003272	2-Yr Acad	Pri-Ind		PA
Harford Community College	002075	2-Yr Acad	Public		MD
Harrisburg Area Community College	003273	2-Yr Acad	Public	Office	PA
Hartford Seminary	001387	Spec Rel	Pri-Ind		CT
Hartwick College	002729	Gen Bac	Pri-Ind		NY
Harvey Mudd College	001171	Gen Bac	Pri-Ind		CA
Hastings College	002548	Gen Bac	Pri-Rel		NE
Haverford College	003274	Gen Bac	Pri-Ind		PA
Heidelberg College	003048	Gen Bac	Pri-Rel		OH
Hendrix College	001099	Gen Bac	Pri-Rel		AR
Highland Community College	001921	2-Yr Acad	Public		KS
Highline Community College	003781	2-Yr Acad	Public		IA
Hilbert College	002735	2-Yr Acad	Pri-Ind		NY
Hiram College	003049	Gen Bac	Public		OH
Hofstra University	002732	Doct Ins	Pri-Ind		NY
Holy Family College	003275	Gen Bac	Pri-Rel		PA
Holyoke Community College	002170	2-Yr Acad	Public	Campus	MA
Hope College	002273	Gen Bac	Pri-Rel		MI
Horry-Georgetown Technical College	004925	2-Yr Acad	Public	Campus	SC
Houghton College	002734	Gen Bac	Pri-Rel	Office	NY
Houston Baptist University	003576	Comp Ins	Pri-Rel		TX
Houston Community College System	010633	2-Yr Acad	Public	Office	TX
Howard Community College	008175	2-Yr Acad	Public		MD
Howard Payne University	003575	Gen Bac	Pri-Rel		TX

*Single institution unless otherwise noted.

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Hudson Valley Community College	002868	2-Yr Acad	Public	Campus	NY
Humphreys College	001212	Gen Bac	Pri-Ind		CA
Huntington College	001803	Gen Bac	Pri-Rel		IN
Hutchinson Community College	001923	2-Yr Acad	Public		KS
Idaho State University	001620	Comp Ins	Public		ID
Illinois Benedictine College	001767	Gen Bac	Pri-Rel		IL
Illinois Board of Governors of State Colleges & Universities	666679	Other	Public	Office	IL
Illinois Board of Regents	LLN627	Other	Public	Office	IL
Illinois Central College	006753	2-Yr Acad	Public		IL
Illinois College	001688	Gen Bac	Pri-Rel		IL
Illinois College of Optometry	001689	Spec Med	Pri-Ind		IL
Illinois Eastern Community Colleges-System	009135	System	Public	Office	IL
Illinois Institute of Technology	001691	Doct Ins	Pri-Ind		IL
Illinois State University	001692	Doct Ins	Public		IL
Illinois Wesleyan University	001696	Gen Bac	Pri-Ind		IL
Indian Hills Community College	008298	2-Yr Acad	Public		IA
Indiana State University	009563	Comp Ins	Public		IN
Indiana University East	001811	2-Yr Acad	Public	Campus	IN
Indiana University Northwest	001815	Comp Ins	Public	Campus	IN
Indiana University Southeast	001817	Gen Bac	Public	Campus	IN
Indiana University of Pennsylvania	008810	Comp Ins	Public	Campus	PA
Indiana University-Bloomington	001809	Doct Ins	Public		IN
Indiana University-Kokomo	001814	Gen Bac	Public	Campus	IN
Indiana University-Purdue University-Fort Wayne	001812	Comp Ins	Public	Main	IN
Indiana University-Purdue University-Indianapolis	001813	Comp Ins	Public	Campus	IN
Indiana University-South Bend	001816	Comp Ins	Public	Campus	IN
Indiana University-System	008002	System	Public	Office	IN
Indiana Vocational Technical College	009917	2-Yr Acad	Public	Office	IN
Indiana Vocational Technical College-Southeast	010109	2-Yr Acad	Public	Campus	IN
Indiana Wesleyan University	001822	Gen Bac	Pri-Rel		IN
Institute of Paper Science & Technology	005010	Oth Spec	Pri-Ind		GA
Interdenominational Theological Center	001568	Spec Rel	Pri-Rel	Office	GA
International Bible College	029280	Gen Bac	Pri-Rel		AL
Iona College	002737	Comp Ins	Pri-Ind		NY
Iowa State University	001869	Doct Ins	Public		IA
Iowa Wesleyan College	001871	Gen Bac	Pri-Ind		IA
Iowa Western Community College	008739	2-Yr Acad	Public	Office	IA
Ithaca College	002739	Comp Ins	Pri-Ind		NY
J. S. Reynolds Community College	003759	2-Yr Acad	Public	Main	VA
Jackson State Community College	004937	2-Yr Acad	Public	Campus	TN
Jackson State University	002410	Comp Ins	Public		MS
Jacksonville State University	001020	Comp Ins	Public		AL
Jacksonville University	001495	Comp Ins	Pri-Ind		FL
James Madison University	003721	Comp Ins	Public		VA
Jamestown College	002990	Gen Bac	Pri-Ind		ND
Jarvis Christian College	003637	Gen Bac	Pri-Rel		TX
Jefferson College	007102	2-Yr Acad	Public		MO
Jefferson Technical College	007275	2-Yr Acad	Public		OH
Jersey City State College	002613	Comp Ins	Public		NJ
John A. Logan College	008076	2-Yr Acad	Public		IL
John B. Stetson University	001531	Comp Ins	Public	Main	FL
John Bastyr College	022425	Spec Med	Pri-Ind		WA
John Carroll University	003050	Comp Ins	Pri-Rel		OH
Johns Hopkins University	002077	Doct Ins	Pri-Ind	Office	MD
Johnson County Community College	008244	2-Yr Acad	Public		KS
Joliet Junior College	001699	2-Yr Acad	Public		IL
Jones County Junior College	002411	2-Yr Acad	Public		MS
Judson College	001700	Gen Bac	Pri-Ind		IL
Juniata College	003279	Gen Bac	Pri-Ind		PA
Kalamazoo College	002275	Gen Bac	Pri-Ind		MI
Kalamazoo Valley Community College	006949	2-Yr Acad	Public		MI
Kansas City Art Institute	002473	Gen Bac	Pri-Ind		MO
Kansas City Kansas Community College	001925	2-Yr Acad	Public		KS
Kansas College of Technology	004611	2-Yr Acad	Public		KS

*Single institution unless otherwise noted.

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Kean College of New Jersey	002622	Comp Ins	Public		NJ
Kearney State College	002551	Comp Ins	Public	Campus	NE
Keene State College	002590	Comp Ins	Public	Campus	NH
Kendall College of Art & Design	007618	Spec Art	Pri-Ind		MI
Kennebec Valley Technical College	009806	2-Yr Acad	Public	Campus	ME
Kennesaw State College	001577	Gen Bac	Public		GA
Kent State University	003051	Doct Ins	Public	Main	OH
Kent State University-Stark Campus	003054	2-Yr Acad	Public	Campus	OH
Kent State University-Trumbull Campus	003064	2-Yr Acad	Public	Campus	OH
Kent State University-Tuscarawas Region	003062	2-Yr Acad	Public	Campus	OH
Kentucky Christian College	001965	Gen Bac	Pri-Rel		KY
Kentucky State University	001968	Gen Bac	Public		KY
Kentucky Wesleyan College	001969	Gen Bac	Pri-Rel		KY
Kenyon College	003065	Gen Bac	Pri-Ind		OH
Kettering College of Medical Arts	007035	Spec Med	Pri-Rel		OH
Keystone Junior College	003280	2-Yr Acad	Pri-Ind		PA
King College	003496	Gen Bac	Pri-Ind		TN
King's College	003282	Gen Bac	Pri-Rel		PA
Kirkwood Community College	004016	2-Yr Acad	Public		IA
Kirtland Community College	007171	2-Yr Acad	Public		MI
La Grange College	001578	Gen Bac	Pri-Rel		GA
La Roche College	003987	Gen Bac	Pri-Ind		PA
La Salle University	003287	Gen Bac	Pri-Ind		PA
Laboure College	006324	2-Yr Acad	Pri-Rel		MA
Lafayette College	003284	Gen Bac	Pri-Ind		PA
Lake City Community College	001501	2-Yr Acad	Public		FL
Lake Forest Graduate School of Management	029244	Comp Ins	Pri-Ind	Office	IL
Lake Michigan College	002277	2-Yr Acad	Public		MI
Lake Superior State University	002293	Gen Bac	Public		MI
Lakeland College	003854	Gen Bac	Pri-Ind		WI
Lakeland Community College	006804	2-Yr Acad	Public		OH
Lander College	003435	Gen Bac	Public		SC
Langston University	003157	Gen Bac	Public		OK
Laramie County Community College	009259	2-Yr Acad	Public		WY
Laredo Junior College	003582	2-Yr Acad	Public		TX
Lawrence University	003856	Gen Bac	Pri-Ind		WI
Le Moyne College	002743	Gen Bac	Pri-Ind		NY
Le Tourneau University	003584	Gen Bac	Pri-Ind		TX
Lees-McRae College	002939	2-Yr Acad	Pri-Rel		NC
Lehigh County Community College	006810	2-Yr Acad	Public		PA
Lehigh University	003289	Doct Ins	Pri-Ind		PA
Lesley College	002160	Gen Bac	Pri-Ind		MA
Lewis & Clark College	003197	Comp Ins	Pri-Ind		OR
Lewis-Clark State College	001621	Gen Bac	Public		ID
Lima Technical College	010027	2-Yr Acad	Public		OH
Lincoln Christian College and Seminary	001708	Gen Bac	Pri-Ind		IL
Lincoln Memorial University	003502	Gen Bac	Pri-Ind		TN
Lincoln University	003290	Gen Bac	Public		PA
Lindenwood College	002480	Comp Ins	Pri-Rel		MO
Lindsey Wilson College	001972	2-Yr Acad	Pri-Rel		KY
Linfield College	003198	Gen Bac	Pri-Rel	Main	OR
Logan College of Chiropractic	004703	Spec Med	Pri-Ind		MO
Loma Linda University-Loma Linda	001218	Spec Med	Pri-Rel	Campus	CA
Long Island University	002751	System	Pri-Ind	Office	NY
Longview Community College	009140	2-Yr Acad	Public	Main	MO
Lorain County Community College	003068	2-Yr Acad	Public		OH
Loras College	001873	Gen Bac	Pri-Rel		IA
Los Angeles Community College District	001221	System	Public	Office	CA
Louisiana College	002007	Gen Bac	Pri-Rel		LA
Louisiana State University-Baton Rouge	002010	Doct Ins	Public	Main	LA
Louisiana State University-Eunice	002012	2-Yr Acad	Public	Campus	LA
Louisiana State University-Medical Center-New Orleans	002014	Spec Med	Public	Campus	LA
Louisiana State University-Medical Center-Shreveport	LSN711	Spec Med	Public	Campus	LA
Louisiana Technical University	002008	Doct Ins	Public		LA

---

*Single institution unless otherwise noted.

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM[*]	STATE
Louisville Presbyterian Theological Seminary	001974	Spec Rel	Pri-Rel		KY
Lower Columbia College	003782	2-Yr Acad	Public		WA
Loyola College in Maryland	002078	Comp Ins	Pri-Ind		MD
Loyola Marymount University	011649	Comp Ins	Pri-Ind		CA
Loyola University	002016	Doct Ins	Pri-Rel		LA
Loyola University-Chicago	001710	Doct Ins	Pri-Rel		IL
Lubbock Christian College	003586	Gen Bac	Pri-Ind		TX
Lurleen B. Wallace State Junior College	008988	2-Yr Acad	Public		AL
Luther College	001874	Gen Bac	Pri-Rel		IA
Lutheran Theological Seminary	003291	Spec Rel	Pri-Rel		PA
Lycoming College	003293	Gen Bac	Pri-Rel		PA
Lynchburg College	003720	Comp Ins	Pri-Rel		VA
Macalester College	002358	Gen Bac	Pri-Ind		MN
Macomb Community College	002281	2-Yr Acad	Public	Office	MI
Madisonville Community College	029213	2-Yr Acad	Public	Campus	KY
Madonna College	002282	Gen Bac	Pri-Rel		MI
Maine Maritime Academy	002044	Oth Spec	Public		ME
Maine Vocational Technical College System	MNV043	System	Public	Office	ME
Malone College	003072	Gen Bac	Pri-Rel		OH
Manatee Community College	001504	2-Yr Acad	Public	Main	FL
Manchester College	001820	Gen Bac	Pri-Rel		IN
Manhattan Christian College	001931	Gen Bac	Pri-Rel		KS
Manhattan College	002758	Comp Ins	Pri-Rel		NY
Manhattan School of Music	002759	Doct Ins	Pri-Ind		NY
Mankato State University	002360	Comp Ins	Public	Campus	MN
Maple Woods Community College	009139	2-Yr Acad	Public	Main	MO
Marian College of Fond Du Lac	003861	Gen Bac	Pri-Rel		WI
Maricopa County Community College District	001075	System	Public		AZ
Marietta College	003073	Gen Bac	Pri-Ind		OH
Marin Community College	006993	2-Yr Acad	Public		CA
Marist College	002765	Gen Bac	Pri-Ind		NY
Marquette University	003863	Doct Ins	Pri-Rel		WI
Mars Hill College	002944	Gen Bac	Pri-Rel		NC
Marshall University	003815	Comp Ins	Public		WV
Mary Baldwin College	003723	Gen Bac	Pri-Rel		VA
Mary Holmes College	002412	2-Yr Acad	Pri-Rel		MS
Mary Washington College	003746	Gen Bac	Public		VA
Marycrest College	001876	Gen Bac	Pri-Ind		IA
Marygrove College	002284	Comp Ins	Pri-Ind		MI
Maryknoll School of Theology	002767	Spec Rel	Pri-Rel		NY
Maryland Institute College of Art	002080	Spec Art	Pri-Ind		MD
Marymount College-Palos Verdes	010474	Gen Bac	Pri-Ind		CA
Maryville College	003505	Gen Bac	Pri-Rel		TN
Maryville College-St. Louis	002482	Gen Bac	Pri-Ind		MO
Marywood College	003296	Comp Ins	Pri-Rel		PA
Massachusetts Board of Regents of Higher Education	029283	Other	Public	Office	MA
Massachusetts College of Art	002180	Spec Art	Public		MA
Massachusetts Institute of Technology	002178	Doct Ins	Public		MA
Massachusetts Maritime Academy	002181	Oth Spec	Public		MA
Massasoit Community College	002177	2-Yr Acad	Public	Office	MA
Massey Business College	020897	Spec Bus	Pri-Ind	Main	GA
Mayville State College	002993	Gen Bac	Public		ND
McHenry County College	007691	2-Yr Acad	Public		IL
McKendree College	001722	Gen Bac	Pri-Rel		IL
McNeese State University	002017	Comp Ins	Public		LA
Medical College of Georgia	001579	Spec Med	Public	Campus	GA
Medical College of Pennsylvania	003398	Spec Med	Pri-Ind		PA
Medical College of Wisconsin	008296	Spec Med	Pri-Ind		WI
Meharry Medical College	003506	Spec Med	Pri-Ind		TN
Memphis State University	003509	Doct Ins	Public	Campus	TN
Mennonite Brethren Biblical Seminary	010368	Spec Rel	Pri-Rel		CA
Merced College	001237	2-Yr Acad	Public		CA
Mercer University	001580	Comp Ins	Pri-Rel	Office	GA
Mercy College	002772	Gen Bac	Pri-Ind		NY

[*] Single institution unless otherwise noted.

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Mercy College of Detroit	002286	Gen Bac	Pri-Rel		MI
Meredith College	002945	Gen Bac	Pri-Rel		NC
Meridian Junior College	002413	2-Yr Acad	Public		MS
Merrimack College	002120	Gen Bac	Pri-Rel		MA
Merritt College	001267	2-Yr Acad	Public	Campus	CA
Methodist Theological School	003075	Spec Rel	Pri-Rel		OH
Metropolitan Community College	012586	2-Yr Acad	Public	Office	NE
Metropolitan Community Colleges-System	009137	System	Public	Office	MO
Metropolitan State College	001360	Gen Bac	Public		CO
Metropolitan State University	010374	Gen Bac	Public	Campus	MN
Miami University	007104	Doct Ins	Public	Main	OH
Miami-Dade Community College	001506	2-Yr Acad	Public	Office	FL
Michigan State University	002290	Doct Ins	Public		MI
Michigan Technological University	002292	Spec Eng	Public		MI
Mid Michigan Community College	006768	2-Yr Acad	Public		MI
Middle Georgia College	001581	2-Yr Acad	Public	Main	GA
Middle Tennessee State University	003510	Comp Ins	Public	Campus	TN
Middlesex Community College	009936	2-Yr Acad	Public		MA
Middlesex County College	002615	2-Yr Acad	Public		NJ
Midland Junior College	009797	2-Yr Acad	Public		TX
Midland Lutheran College	002553	Gen Bac	Pri-Rel		NE
Midlands Technical College	003993	2-Yr Acad	Public		SC
Midway College	001975	2-Yr Acad	Pri-Ind		KY
Miles Community College	002528	2-Yr Acad	Public		MT
Millersville University	003325	Comp Ins	Public		PA
Millikin University	001724	Gen Bac	Pri-Ind		IL
Mills College	001238	Comp Ins	Pri-Ind		CA
Milwaukee Area Technical College	003866	2-Yr Acad	Public		WI
Mineral Area College	002486	2-Yr Acad	Public		MO
Minneapolis College of Art & Design	002365	Gen Bac	Pri-Ind		MN
Minnesota Community College-System Office	009346	System	Public	Office	MN
Minnesota State Board of Vocational Technical Education	MSB551	Other	Public	Office	MN
Minot State University	002994	Gen Bac	Public		ND
Mira Costa College	001239	2-Yr Acad	Public		CA
Mississippi County Community College	012860	2-Yr Acad	Public		AR
Mississippi Gulf Coast Community College	008763	2-Yr Acad	Public		MS
Mississippi State University	002423	Doct Ins	Public	Campus	MS
Missouri Baptist College	007540	Gen Bac	Pri-Rel	Office	MO
Missouri Southern State College	002488	Gen Bac	Public		MO
Mitchell College	001393	2-Yr Acad	Pri-Ind		CT
Moberly Area Community College	002491	2-Yr Acad	Public		MO
Mohawk Valley Community College	002871	2-Yr Acad	Public		NY
Molloy College	002775	Gen Bac	Pri-Ind		NY
Monmouth College	001725	Gen Bac	Pri-Ind		IL
Monroe Community College	002872	2-Yr Acad	Public		NY
Monroe County Community College	002294	2-Yr Acad	Public		MI
Montana College of Mineral Sciences & Technology	002531	Comp Ins	Public	Campus	MT
Montana State University	002532	Comp Ins	Public		MT
Montana State University System-System Office	029072	System	Public	Office	MT
Montcalm Community College	002295	2-Yr Acad	Public		MI
Montclair State College	002617	Comp Ins	Public		NJ
Montgomery College-Central Administration	006911	2-Yr Acad	Public	Office	MD
Montgomery County Community College	004452	2-Yr Acad	Public		PA
Moraine Valley Community College	007692	2-Yr Acad	Public		IL
Moravian College	003301	Gen Bac	Pri-Ind		PA
Morehead State University	001976	Comp Ins	Public		KY
Morgan Community College	009981	2-Yr Acad	Public		CO
Morgan State University	002083	Comp Ins	Public		MD
Morningside College	001879	Gen Bac	Pri-Rel		IA
Morton College	001728	2-Yr Acad	Public		IL
Motlow State Community College	006836	2-Yr Acad	Public		TN
Mount Aloysius Junior College	003302	2-Yr Acad	Pri-Rel		PA
Mount Holyoke College	002192	Gen Bac	Pri-Ind		MA
Mount Mary College	003869	Gen Bac	Pri-Ind		WI

---

*Single institution unless otherwise noted.

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Mount Mercy College	001880	Gen Bac	Pri-Rel		IA
Mount Saint Mary's College	002086	Gen Bac	Pri-Ind		MD
Mount Union College	003083	Gen Bac	Pri-Rel		OH
Mountain Empire Community College	009629	2-Yr Acad	Public	Campus	VA
Muhlenberg College	003304	Gen Bac	Pri-Rel		PA
Murray State University	001977	Comp Ins	Public		KY
Muskingum Area Technical College	008133	2-Yr Acad	Public		OH
Muskingum College	003084	Gen Bac	Pri-Rel		OH
Napa Valley Community College District	001247	2-Yr Acad	Public		CA
Nashville State Technical Institute	008145	2-Yr Acad	Public	Campus	TN
Nassau Community College	002873	2-Yr Acad	Public		NY
National College	004057	Gen Bac	Pri-Ind	Main	SD
National-Louis University	001733	Comp Ins	Pri-Ind		IL
Nazarene Theological Seminary	002494	Spec Rel	Pri-Rel		MO
Nazareth College	002298	Gen Bac	Pri-Rel		MI
Nazareth College of Rochester	002779	Gen Bac	Pri-Ind		NY
Nebraska Wesleyan University	002555	Gen Bac	Pri-Ind		NE
Neumann College	003988	Gen Bac	Pri-Rel		PA
New Brunswick Theological Seminary	002619	Spec Rel	Pri-Rel		NJ
New England College	002579	Gen Bac	Pri-Ind		NH
New England College of Optometry	002164	Spec Med	Pri-Ind		MA
New England Conservatory of Music	002194	Comp Ins	Pri-Ind		MA
New Hampshire College	002580	Comp Ins	Pri-Ind		NH
New Hampshire Technical College at Claremont	007560	2-Yr Acad	Public	Campus	NH
New Jersey Institute of Technology	002621	Doct Ins	Public		NJ
New Mexico Institute of Mining & Technology	002654	Doct Ins	Public		NM
New Mexico State University	002657	Doct Ins	Public		NM
New York Chiropractic College	012277	Spec Med	Pri-Ind		NY
Newberry College	003440	Gen Bac	Pri-Rel		SC
Niagara University	002788	Comp Ins	Pri-Ind		NY
Nicholls State University	002005	Comp Ins	Public		LA
Norfolk State University	003765	Comp Ins	Public		VA
North Adams State College	002187	Gen Bac	Public	Campus	MA
North Carolina A & T State University	002905	Comp Ins	Public	Campus	NC
North Carolina School of the Arts	003981	Comp Ins	Public	Campus	NC
North Carolina State University-Raleigh	002972	Doct Ins	Public	Campus	NC
North Central College	001734	Gen Bac	Pri-Rel		IL
North Central Technical College	005313	2-Yr Acad	Public		OH
North Dakota State College of Science	002996	2-Yr Acad	Public		ND
North Dakota State University	009265	Doct Ins	Public	Campus	ND
North Florida Junior College	001508	2-Yr Acad	Public		FL
North Iowa Area Community College	001877	2-Yr Acad	Public		IA
North Park College & Theological Seminary	001735	Gen Bac	Pri-Rel		IL
North Shore Community College	002173	2-Yr Acad	Public		MA
Northampton Community College	007191	2-Yr Acad	Public		PA
Northcentral Technical College	005387	2-Yr Acad	Public		WI
Northeast Community College	011667	2-Yr Acad	Public		NE
Northeast Louisiana University	002020	Comp Ins	Public		LA
Northeast Missouri State University	002495	Comp Ins	Public		MO
Northeastern Illinois University	001693	Comp Ins	Public		IL
Northeastern Junior College	001361	2-Yr Acad	Public		CO
Northeastern Ohio University	029045	Spec Med	Public		OH
Northeastern State University	003161	Oth Spec	Public		OK
Northern Arizona University	001082	Comp Ins	Public		AZ
Northern Essex Community College	002174	2-Yr Acad	Public		MA
Northern Illinois University	001737	Doct Ins	Public		IL
Northern Kentucky University	009275	Gen Bac	Public		KY
Northern Maine Technical College	005760	2-Yr Acad	Public	Campus	ME
Northern Michigan University	002301	Comp Ins	Public		MI
Northern Montana College	002533	Comp Ins	Public		MT
Northern State College	003466	Gen Bac	Public		SD
Northern Virginia Community College	003727	2-Yr Acad	Public	Office	VA
Northland College	003875	Gen Bac	Pri-Ind		WI
Northwest Iowa Technical College	004600	2-Yr Acad	Public		IA

---

*Single institution unless otherwise noted.

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Northwest Missouri State University	002496	Comp Ins	Public		MO
Northwest Technical College	008677	2-Yr Acad	Public		OH
Northwestern College	001883	Gen Bac	Pri-Rel		IA
Northwestern College	002371	Gen Bac	Pri-Ind		MN
Northwestern College of Chiropractic	012328	Spec Med	Pri-Ind		MN
Northwestern Michigan College	002302	2-Yr Acad	Public		MI
Northwestern State University	002021	Doct Ins	Public		LA
Northwestern University	001739	Doct Ins	Pri-Ind		IL
Norwich University	003692	Gen Bac	Pri-Ind		VT
Notre Dame College of Ohio	003085	Gen Bac	Pri-Rel		OH
Notre Dame Seminary	002022	Spec Rel	Pri-Rel		LA
Nova University	001509	Doct Ins	Pri-Ind		FL
Oakland Community College	008760	2-Yr Acad	Public	Office	MI
Oakland University	002307	Comp Ins	Public		MI
Oakton Community College	009896	2-Yr Acad	Public		IL
Oberlin College	003086	Gen Bac	Pri-Ind		OH
Occidental College	001249	Comp Ins	Pri-Ind		CA
Ocean County College	002624	2-Yr Acad	Public		NJ
Odessa College	003596	2-Yr Acad	Public		TX
Ohio Northern University	003089	Gen Bac	Pri-Rel		OH
Ohio State University	006883	Doct Ins	Public	Main	OH
Ohio University	003100	Doct Ins	Public	Main	OH
Ohio Valley College	003819	Gen Bac	Pri-Rel		WV
Oklahoma Baptist University	003164	Gen Bac	Pri-Rel		OK
Oklahoma City Community College	010391	2-Yr Acad	Public		OK
Oklahoma State University-Main Campus	003170	Doct Ins	Public	Main	OK
Old Dominion University	003728	Doct Ins	Public		VA
Olivet Nazarene University	001741	Comp Ins	Pri-Rel		IL
Olympic College	003784	2-Yr Acad	Public		WA
Opelika State Technical College	005694	2-Yr Acad	Public		AL
Oregon Graduate Institute of Science & Technology	008856	Doct Ins	Pri-Ind		OR
Oregon Health Sciences University	004882	Spec Med	Public	Campus	OR
Oregon Institute of Technology	003211	Gen Bac	Public		OR
Oregon State System of Higher Education	009190	System	Public	Office	OR
Oregon State University	003210	Doct Ins	Public		OR
Otero Junior College	001362	2-Yr Acad	Public		CO
Owens Technical College	005753	2-Yr Acad	Public		OH
Pace University	002791	Doct Ins	Pri-Ind	Main	NY
Pacific Lutheran University	003785	Comp Ins	Pri-Rel		WA
Pacific School of Religion	001256	Spec Rel	Pri-Rel		CA
Pacific Union College	001258	Comp Ins	Pri-Ind		CA
Pacific University	003212	Doct Ins	Pri-Ind		OR
Palm Beach Atlantic College	008849	Gen Bac	Pri-Rel		FL
Palm Beach Junior College	001512	2-Yr Acad	Public		FL
Palmer College of Chiropractic	012300	Spec Med	Pri-Ind		IA
Palomar Community College	001260	2-Yr Acad	Public		CA
Panola Junior College	003600	2-Yr Acad	Public		TX
Paris Junior College	003601	2-Yr Acad	Public		TX
Park College	002498	Comp Ins	Pri-Rel		MO
Parkland College	007118	2-Yr Acad	Public		IL
Parks College of Saint Louis University	003970	Gen Bac	Pri-Rel	Campus	IL
Passaic County Community College	009994	2-Yr Acad	Public		NJ
Paul Smith's College of Art & Sciences	002795	2-Yr Acad	Pri-Ind		NY
Peirce Junior College	003309	2-Yr Acad	Pri-Ind		PA
Pellissippi State	012693	2-Yr Acad	Public	Campus	TN
Peninsula College	003786	2-Yr Acad	Public		WA
Penn Valley Community College	002484	2-Yr Acad	Public	Main	MO
Pennsylvania College of Optometry	003311	Spec Med	Pri-Ind		PA
Pennsylvania State System of Higher Education	PSS171	System	Public	Office	PA
Pennsylvania State University	006965	Doct Ins	Public	Main	PA
Pensacola Junior College	001513	2-Yr Acad	Public		FL
Pepperdine University	001264	Comp Ins	Pri-Ind		CA
Peru State College	002559	Gen Bac	Public		NE
Pfeiffer College Inc	002955	Gen Bac	Pri-Rel		NC

*Single institution unless otherwise noted.

BEST COPY AVAILABLE

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Philadelphia College of Pharmacy and Science	003353	Spec Med	Pri-Ind		PA
Philadelphia College of Textiles & Science	003354	Comp Ins	Pri-Ind		PA
Phillips County Community College	001104	2-Yr Acad	Public		AR
Piedmont College	001588	Gen Bac	Pri-Ind		GA
Piedmont Virginia Community College	009928	2-Yr Acad	Public	Campus	VA
Pikes Peak Community College	008896	2-Yr Acad	Public		CO
Pikeville College	001980	Gen Bac	Pri-Rel		KY
Pittsburg State University	001926	Comp Ins	Public		KS
Pittsburgh Technical Institute	007437	2-Yr Acad	Pri-Ind		PA
Pitzer College	001172	Gen Bac	Pri-Ind	Campus	CA
Plymouth State College	002591	Comp Ins	Public	Campus	NH
Point Loma Nazarene College	001262	Gen Bac	Pri-Rel		CA
Point Park College	003357	Gen Bac	Pri-Ind		PA
Polytechnic University	002796	Doct Ins	Pri-Ind	Office	NY
Pomona College	001173	Gen Bac	Pri-Ind		CA
Ponce School of Medicine	029268	Spec Med	Pri-Ind		PR
Portland State University	003216	Comp Ins	Public		OR
Prairie State College	001640	2-Yr Acad	Public		IL
Pratt Community College	001938	2-Yr Acad	Public		KS
Presbyterian College	003445	Gen Bac	Pri-Rel		SC
Presbyterian School of Christian Education	003730	Spec Rel	Pri-Rel		VA
Prince Georges Community College	002089	2-Yr Acad	Public		MD
Princeton University	002627	Doct Ins	Pri-Ind		NJ
Principia College	001744	Gen Bac	Pri-Ind		IL
Providence College	003406	Doct Ins	Pri-Ind		RI
Purdue University-Calumet	001827	Comp Ins	Public	Campus	IN
Purdue University-North Central Campus	001826	2-Yr Acad	Public	Campus	IN
Purdue University-West Lafayette	001825	Doct Ins	Public	Main	IN
Quincy College	001745	Gen Bac	Pri-Rel		IL
Quinnipiac College	001402	Gen Bac	Pri-Ind		CT
Quinsigamond Community College	002175	2-Yr Acad	Public		MA
Radford University	003732	Comp Ins	Public		VA
Ramapo College of New Jersey	009344	Gen Bac	Public		NJ
Randolph-Macon College	003733	Gen Bac	Pri-Rel		VA
Randolph-Macon Womans College	003734	Gen Bac	Pri-Ind		VA
Ranken Technical College	012500	2-Yr Acad	Public		MO
Rappahannock Community College	009160	2-Yr Acad	Public		VA
Reading Area Community College	010388	2-Yr Acad	Public		PA
Red Rocks Community College	009543	2-Yr Acad	Public	Campus	CO
Reformed Theological Seminary	009193	Spec Rel	Pri-Ind		MS
Regent University	029353	Doct Ins	Pri-Ind		VA
Regis College	002206	Gen Bac	Pri-Rel		MA
Rend Lake College	007119	2-Yr Acad	Public		IL
Rhode Island College	003407	Comp Ins	Public		RI
Rhode Island School of Design	003409	Comp Ins	Pri-Ind		RI
Rhodes College	003519	Gen Bac	Pri-Rel		TN
Rice University	003604	Doct Ins	Pri-Ind		TX
Richard Bland College	003707	2-Yr Acad	Public		VA
Richmond Community College	005464	2-Yr Acad	Public	Campus	NC
Ricks College	001625	2-Yr Acad	Pri-Rel		ID
Rider College	002628	Comp Ins	Pri-Ind		NJ
Ripon College	003884	Gen Bac	Pri-Ind		WI
Rivier College	002586	Comp Ins	Pri-Rel		NH
Roane State Community College	009914	2-Yr Acad	Public		TN
Roanoke College	003736	Gen Bac	Pri-Rel		VA
Robert Morris College	003359	Comp Ins	Pri-Ind		PA
Robeson Community College	008612	2-Yr Acad	Public		NC
Rochester Institute of Technology	002806	Comp Ins	Pri-Ind		NY
Rock Valley College	001747	2-Yr Acad	Public		IL
Rockford College	001748	Gen Bac	Pri-Ind		IL
Rockhurst College	002499	Comp Ins	Pri-Rel		MO
Rocky Mountain College	002534	Gen Bac	Pri-Rel		MT
Roger Williams College	004917	Gen Bac	Pri-Ind		RI
Rollins College	001515	Comp Ins	Pri-Ind		FL

*Single institution unless otherwise noted.

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Roosevelt University	001749	Comp Ins	Pri-Ind		IL
Rosary College	001750	Comp Ins	Pri-Rel		IL
Rose State College	009185	2-Yr Acad	Public		OK
Rose-Hulman Institute of Technology	001830	Spec Eng	Pri-Ind		IN
Rosemont College	003360	Gen Bac	Pri-Rel		PA
Rowan-Cabarrus Community College	005754	2-Yr Acad	Public	Campus	NC
Roxbury Community College	011930	2-Yr Acad	Public		MA
Russell Sage College	002810	Comp Ins	Pri-Ind	Main	NY
Rust College	002433	Gen Bac	Pri-Rel		MS
Rutgers, The State University of New Jersey	006964	Doct Ins	Public	Office	NJ
Sacred Heart University	001403	Gen Bac	Pri-Ind		CT
Saginaw Valley State University	002314	Comp Ins	Public		MI
Saint Ambrose University	001889	Gen Bac	Pri-Rel		IA
Saint Bonaventure University	002817	Comp Ins	Pri-Rel		NY
Saint Catharine College	001983	2-Yr Acad	Pri-Rel		KY
Saint Clair County Community College	002310	2-Yr Acad	Public		MI
Saint Cloud State University	002377	Comp Ins	Public	Campus	MN
Saint Edward's University	003621	Gen Bac	Pri-Ind		TX
Saint Francis College	003366	Comp Ins	Pri-Rel		PA
Saint John Fisher College	002821	Gen Bac	Pri-Ind		NY
Saint John's College	002092	Gen Bac	Pri-Ind	Campus	MD
Saint John's University	002379	Gen Bac	Pri-Rel		MN
Saint Joseph College	001409	Comp Ins	Pri-Ind		CT
Saint Joseph's College	001833	Gen Bac	Pri-Rel		IN
Saint Joseph's College	002051	Gen Bac	Pri-Rel		ME
Saint Joseph's University	003367	Comp Ins	Pri-Rel		PA
Saint Leo College	001526	Gen Bac	Pri-Rel		FL
Saint Louis Community College	002469	System	Public	Office	MO
Saint Louis Community College-Florissant Valley	002470	2-Yr Acad	Public	Campus	MO
Saint Louis Community College-Forest Park	002471	2-Yr Acad	Public	Campus	MO
Saint Louis Community College-Meramec	002472	2-Yr Acad	Public	Campus	MO
Saint Louis University	002506	Doct Ins	Pri-Rel		MO
Saint Martin's College	003794	Gen Bac	Pri-Rel		WA
Saint Mary's College	001836	Gen Bac	Pri-Rel		IN
Saint Mary's College	002321	Gen Bac	Pri-Rel		MI
Saint Mary's College of California	001302	Comp Ins	Pri-Rel		CA
Saint Mary's College of Maryland	002095	Gen Bac	Public		MD
Saint Mary's College of Minnesota	002380	Comp Ins	Pri-Rel		MN
Saint Mary's University	003623	Comp Ins	Pri-Rel		TX
Saint Meinrad College	001837	Gen Bac	Pri-Rel		IN
Saint Michael's College	003694	Comp Ins	Pri-Rel		VT
Saint Norbert College	003892	Gen Bac	Pri-Ind	Office	WI
Saint Olaf College	002382	Gen Bac	Pri-Rel		MN
Saint Peter's College	002638	Gen Bac	Pri-Ind		NJ
Saint Thomas Aquinas College	002832	Gen Bac	Pri-Ind		NY
Saint Vincent College	003368	Gen Bac	Pri-Rel		PA
Saint Xavier College	001768	Gen Bac	Pri-Rel		IL
Salem College	002960	Gen Bac	Pri-Rel		NC
Salem State College	002188	Comp Ins	Public		MA
Salem-Teikyo University	003820	Gen Bac	Pri-Ind		WV
Salisbury State University	002091	Comp Ins	Public		MD
Salish Kootenai College	029224	2-Yr Acad	Pri-Ind		MT
Salt Lake Community College	005220	2-Yr Acad	Public		UT
Salve Regina College	003411	Comp Ins	Pri-Rel		RI
Sam Houston State University	003606	Doct Ins	Public		TX
Samford University	001036	Comp Ins	Pri-Rel		AL
San Diego Community College District	001273	System	Public	Office	CA
San Diego State University	001151	Comp Ins	Public	Campus	CA
San Diego State University Foundation	SDF921	Other	Pri-Ind		CA
San Juan College	002660	2-Yr Acad	Public		NM
San Mateo County Community College District	001181	System	Public	Office	CA
Sandhills Community College	002961	2-Yr Acad	Public		NC
Sangamon State University	009333	Comp Ins	Public	Campus	IL
Santa Clara University	001326	Comp Ins	Pri-Ind		CA

*Single institution unless otherwise noted.

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Savannah State College	001590	Comp Ins	Public	Campus	GA
School of the Museum of Fine Arts-Boston	004667	Comp Ins	Pri-Ind		MA
Schoolcraft College	002315	2-Yr Acad	Public		MI
Scripps College	001174	Gen Bac	Pri-Ind		CA
Seattle Community College District	010106	System	Public	Campus	WA
Seattle Pacific University	003788	Comp Ins	Pri-Rel		WA
Seattle University	003790	Comp Ins	Pri-Ind		WA
Seminole Community College	001520	2-Yr Acad	Public	Main	FL
Seton Hall University	002632	Comp Ins	Pri-Rel	Main	NJ
Seton Hill College	003362	Gen Bac	Pri-Rel		PA
Shawnee State University	012748	2-Yr Acad	Public		OH
Shelby State Community College	010439	2-Yr Acad	Public		TN
Shenandoah College & Conservatory of Music	003737	Gen Bac	Pri-Rel		VA
Showa Women's Institute-Boston	SHW021	2-Yr Acad	Pri-Ind		MA
Siena Heights College	002316	Gen Bac	Pri-Rel		MI
Simpson College	001291	Gen Bac	Pri-Rel		CA
Simpson College	001887	Gen Bac	Pri-Ind		IA
Sinclair Community College	003119	2-Yr Acad	Public		OH
Sioux Falls College	003469	Comp Ins	Pri-Rel		SD
Skidmore College	002814	Gen Bac	Pri-Ind		NY
South Dakota School of Mines & Technology	003470	Comp Ins	Public	Main	SD
South Dakota State University	003471	Comp Ins	Public		SD
South Georgia College	001592	2-Yr Acad	Public	Campus	GA
South Puget Sound Community College	005372	Spec Rel	Public		WA
Southeast Community College	029004	2-Yr Acad	Public	Office	NE
Southeast Community College	029218	2-Yr Acad	Public	Campus	KY
Southeast Missouri State University	002501	Comp Ins	Public		MO
Southeastern Baptist Theological Seminary	002963	Spec Rel	Pri-Rel		NC
Southeastern Louisiana University	002024	Comp Ins	Public		LA
Southeastern Massachusetts University	002210	Comp Ins	Public		MA
Southeastern University	001456	Comp Ins	Pri-Ind		DC
Southeastern University of the Health Sciences	029267	Spec Med	Pri-Ind		FL
Southern Arkansas University	001107	Gen Bac	Public	Main	AR
Southern California College	001293	Gen Bac	Pri-Rel		CA
Southern California College of Optometry	001230	Spec Med	Pri-Ind		CA
Southern California School of Theology	001288	Spec Rel	Pri-Rel		CA
Southern College of Technology	001570	Comp Ins	Public		GA
Southern Illinois University-Carbondale	001758	Doct Ins	Public	Main	IL
Southern Illinois University-Edwardsville	001759	Comp Ins	Public		IL
Southern Maine Technical College	005525	2-Yr Acad	Public	Campus	ME
Southern Methodist University	003613	Doct Ins	Pri-Ind		TX
Southern Oregon State College	003219	Comp Ins	Public	Campus	OR
Southern Seminary College	003738	2-Yr Acad	Pri-Ind		VA
Southern Utah State College	003678	Gen Bac	Public		UT
Southwest Missouri State University	002503	Comp Ins	Public		MO
Southwest Texas Junior College	003614	2-Yr Acad	Public		TX
Southwest Texas State University	003615	Comp Ins	Public	Campus	TX
Southwest Virginia Community College	007260	2-Yr Acad	Public		VA
Southwestern Community College	001857	2-Yr Acad	Public		IA
Southwestern University	003620	Gen Bac	Pri-Rel		TX
Spalding University	001960	Comp Ins	Pri-Ind		KY
Spring Hill College	001041	Gen Bac	Pri-Ind		AL
Springfield College	002211	Comp Ins	Pri-Ind		MA
Springfield Technical Community College	008078	2-Yr Acad	Public		MA
Stanford University	001305	Doct Ins	Pri-Ind		CA
Stark Technical College	010881	2-Yr Acad	Public		OH
State Fair Community College	008080	2-Yr Acad	Public		MO
State Technical Institute-Memphis	007105	2-Yr Acad	Public		TN
State University & Community College System of Tennessee	029031	System	Public	Office	TN
State University System of Florida-System Office	008068	Other	Public	Office	FL
State University System of Minnesota-System	029070	System	Public	Office	MN
State University of New York-Albany	002835	Doct Ins	Public		NY
State University of New York-Binghampton	002836	Doct Ins	Public	Campus	NY
State University of New York-Buffalo	002837	Doct Ins	Public	Campus	NY

---

*Single institution unless otherwise noted.

BEST COPY AVAILABLE

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
State University of New York-Central Administration	002834	System	Public	Office	NY
State University of New York-College at Brockport	002841	Comp Ins	Public	Campus	NY
State University of New York-College at Cortland	002843	Comp Ins	Public	Campus	NY
State University of New York-College at Fredonia	002844	Comp Ins	Public	Campus	NY
State University of New York-College at Geneseo	002845	Comp Ins	Public	Campus	NY
State University of New York-College at Old Westbury	007109	Gen Bac	Public	Campus	NY
State University of New York-College at Oneonta	002897	Comp Ins	Public	Campus	NY
State University of New York-College at Potsdam	002850	Comp Ins	Public	Campus	NY
State University of New York-College of A & T-Cobleskill	002856	2-Yr Acad	Public	Campus	NY
State University of New York-College of A & T-Morrisville	002859	2-Yr Acad	Public		NY
State University of New York-College of Env. Sci. & Forestry	002851	Doct Ins	Public		NY
State University of New York-College of Tech. at Utica-Rome	006792	Comp Ins	Public	Campus	NY
State University of New York-College of Technology at Alfred	002854	2-Yr Acad	Public		NY
State University of New York-College of Technology at Canton	002855	2-Yr Acad	Public	Campus	NY
State University of New York-Empire State College	010286	Comp Ins	Public	Campus	NY
State University of New York-Health Science Center-Syracuse	002840	Spec Med	Public	Campus	NY
State University of New York-Research Foundation	RSR122	System	Public	Office	NY
State University of New York-Stony Brook	002838	Doct Ins	Public	Main	NY
Stephen F. Austin State University	003624	Comp Ins	Public		TX
Stephens College	002512	Gen Bac	Pri-Ind		MO
Sterling College	029334	2-Yr Acad	Pri-Ind		VT
Stevens Institute of Technology	002639	Doct Ins	Pri-Ind		NJ
Stockton State College	009345	Gen Bac	Public		NJ
Suffolk University	002218	Comp Ins	Pri-Ind		MA
Sumter Area Technical College	003995	2-Yr Acad	Public		SC
Suomi College	002322	2-Yr Acad	Pri-Rel		MI
Susquehanna University	003369	Gen Bac	Pri-Rel		PA
Sweet Briar College	003742	Gen Bac	Pri-Ind		VA
Syracuse University	002882	Doct Ins	Pri-Ind		NY
Tallahassee Community College	001533	2-Yr Acad	Public		FL
Tarleton State University	003631	Comp Ins	Public	Campus	TX
Tarrant County Junior College District	008898	2-Yr Acad	Public	Office	TX
Taylor University	001838	Gen Bac	Pri-Ind		IN
Technical College of the Lowcountry	009910	2-Yr Acad	Public	Main	SC
Teikyo Post University	001401	Gen Bac	Pri-Ind		CT
Temple University	003371	Doct Ins	Public	Main	PA
Tennessee Higher Education Commission	TNN372	Other	Public		TN
Tennessee State University	003522	Comp Ins	Public		TN
Tennessee Technological University	003523	Comp Ins	Public		TN
Terra Technical College	008278	2-Yr Acad	Public		OH
Texas A & M University-College Station	010366	Doct Ins	Public	Campus	TX
Texas A & M University-Engineering Program Office	TXS778	Spec Eng	Public	Campus	TX
Texas A & M University-System	003629	System	Public	Office	TX
Texas Christian University	003636	Comp Ins	Pri-Rel		TX
Texas College of Osteopathic Medicine	009768	Spec Med	Public		TX
Texas Tech University	003644	Doct Ins	Public		TX
Texas Tech University-Health Science Center	010674	Doct Ins	Public	Office	TX
Texas Women's University	003646	Doct Ins	Public		TX
Thiel College	003376	Gen Bac	Pri-Rel		PA
Thomas A. Edison State College	011648	Gen Bac	Public		NJ
Thomas College	002052	Gen Bac	Pri-Ind		ME
Thomas Jefferson University	003278	Doct Ins	Pri-Ind	Office	PA
Thomas M. Cooley Law School	012627	Spec Law	Pri-Ind		MI
Thomas More College	002001	Gen Bac	Pri-Ind		KY
Thomas Nelson Community College	006871	2-Yr Acad	Public	Campus	VA
Three Rivers Community College	004713	2-Yr Acad	Public		MI
Tidewater Community College	003712	2-Yr Acad	Public	Campus	VA
Tomlinson College	029047	2-Yr Acad	Pri-Rel		TN
Tompkins Cortland Community College	006788	2-Yr Acad	Public		NY
Towson State University	002099	Comp Ins	Public	Campus	MD
Transylvania University	001987	Gen Bac	Pri-Ind		KY
Tri-Cities State Technical Institute	029260	2-Yr Acad	Public		TN
Tri-State University	001839	Gen Bac	Pri-Ind		IN
Trident Technical College	008818	2-Yr Acad	Public		SC

*Single institution unless otherwise noted.

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Trinity College	001460	Comp Ins	Pri-Rel		DC
Trinity College of Vermont	003695	Gen Bac	Pri-Rel		VT
Trinity Valley Community College	003572	2-Yr Acad	Public	Office	TX
Troy State University	001047	Comp Ins	Public	Main	AL
Truckee Meadows Community College	029231	2-Yr Acad	Public	Campus	NV
Tucumcari Area Vocational School	TAV884	2-Yr Acad	Public		NM
Tufts University	002219	Doct Ins	Pri-Ind		MA
Tulane University of Louisiana	002029	Doct Ins	Pri-Ind		LA
Tulsa Junior College	009763	2-Yr Acad	Public		OK
Tunxis Community College	009764	2-Yr Acad	Public	Campus	CT
Ulster County Community College	002880	2-Yr Acad	Public	Campus	NY
Umpqua Community College	003222	2-Yr Acad	Public		OR
Union College	001988	Comp Ins	Pri-Rel		KY
Union College	002889	Doct Ins	Pri-Ind		NY
Union Institute	010923	Doct Ins	Pri-Ind		OH
Union Theological Seminary	002890	Spec Rel	Pri-Rel		NY
Union Theological Seminary	003743	Spec Rel	Pri-Rel		VA
United Theological Seminary of the Twin Cities	002386	Spec Rel	Pri-Rel		MN
University of Akron	003123	Doct Ins	Public	Main	OH
University of Alabama-Birmingham	001052	Doct Ins	Public	Campus	AL
University of Alabama-Huntsville	001055	Comp Ins	Public	Campus	AL
University of Alabama-Main Campus	001051	Doct Ins	Public	Campus	AL
University of Alabama-System	008004	System	Public	Office	AL
University of Alaska-Southeast Juneau Campus	011463	Comp Ins	Public		AK
University of Alaska-System	008005	Comp Ins	Public	Office	AK
University of Arizona	001083	Doct Ins	Public		AZ
University of Arkansas-Fayetteville	001108	Doct Ins	Public	Main	AR
University of Arkansas-Little Rock	001101	Comp Ins	Public	Campus	AR
University of Arkansas-Pine Bluff	001086	Gen Bac	Public	Campus	AR
University of Baltimore	002102	Comp Ins	Public	Campus	MD
University of California-Los Angeles	001315	Doct Ins	Public	Campus	CA
University of California-San Diego	001317	Doct Ins	Public	Campus	CA
University of California-San Francisco	001319	Spec Med	Public	Campus	CA
University of California-Santa Barbara	001320	Doct Ins	Public	Campus	CA
University of California-Santa Cruz	001321	Doct Ins	Public	Campus	CA
University of Central Arkansas	001092	Comp Ins	Public		AR
University of Central Florida	003954	Comp Ins	Public		FL
University of Central Texas	011854	Comp Ins	Pri-Ind		TX
University of Chicago	001774	Doct Ins	Pri-Ind		IL
University of Cincinnati	003125	Doct Ins	Public	Main	OH
University of Colorado Health Sciences Center	004508	Spec Med	Public	Main	CO
University of Colorado-Boulder	001370	Doct Ins	Public	Main	CO
University of Colorado-Colorado Springs	004509	Doct Ins	Public	Campus	CO
University of Colorado-Denver	006740	Doct Ins	Public	Campus	CO
University of Colorado-System	007996	System	Public	Office	CO
University of Connecticut	029013	Doct Ins	Public		CT
University of Dayton	003127	Comp Ins	Pri-Rel		OH
University of Delaware	001431	Doct Ins	Public		DE
University of Denver	001371	Doct Ins	Pri-Ind		CO
University of Detroit	002323	Doct Ins	Pri-Ind		MI
University of Dubuque	001891	Gen Bac	Pri-Rel		IA
University of Evansville	001795	Comp Ins	Pri-Rel		IN
University of Florida	001535	Doct Ins	Public	Campus	FL
University of Georgia	001598	Doct Ins	Public	Campus	GA
University of Hartford	001422	Comp Ins	Pri-Ind		CT
University of Hawaii-Hilo	029020	Gen Bac	Public	Campus	HI
University of Hawaii-Honolulu Community College	001612	2-Yr Acad	Public	Campus	HI
University of Hawaii-Kapiolani Community College	001613	2-Yr Acad	Public	Campus	HI
University of Hawaii-Kauai Community College	001614	2-Yr Acad	Public	Campus	HI
University of Hawaii-Leeward Community College	004549	2-Yr Acad	Public	Campus	HI
University of Hawaii-Manoa	001610	Doct Ins	Public	Main	HI
University of Hawaii-Maui Community College	001615	2-Yr Acad	Public	Campus	HI
University of Hawaii-System	007885	System	Public	Office	HI
University of Hawaii-West Oahu College	029102	Gen Bac	Public	Campus	HI

*Single institution unless otherwise noted.

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
University of Hawaii-Windward Community College	010390	2-Yr Acad	Public	Campus	HI
University of Health Science-Chicago Medical School	001659	Spec Med	Pri-Ind		IL
University of Houston	003652	Doct Ins	Public	Campus	TX
University of Houston-Clear Lake	011711	Comp Ins	Public	Campus	TX
University of Idaho	001626	Doct Ins	Public		ID
University of Illinois-Central Office	008001	System	Public	Office	IL
University of Illinois-Chicago	001776	Doct Ins	Public	Campus	IL
University of Illinois-College of Medicine-Peoria	UIL616	Spec Med	Public	Campus	IL
University of Illinois-Urbana	001775	Doct Ins	Public	Campus	IL
University of Iowa	001892	Doct Ins	Public		IA
University of Kansas-Lawrence	001948	Doct Ins	Public	Main	KS
University of Kansas-Medical Center	004605	Spec Med	Public	Campus	KS
University of Kentucky	001989	Doct Ins	Public		KY
University of La Verne	001216	Comp Ins	Pri-Ind		CA
University of Louisville	001999	Doct Ins	Public		KY
University of Lowell	002161	Comp Ins	Public		MA
University of Maine	002053	Comp Ins	Public	Main	ME
University of Maine-Augusta	006760	Gen Bac	Public	Campus	ME
University of Maine-Farmington	002040	Gen Bac	Public	Campus	ME
University of Maine-Fort Kent	002041	Gen Bac	Public	Campus	ME
University of Maine-Machias	002055	Gen Bac	Public	Campus	ME
University of Maine-Presque Isle	002033	Gen Bac	Public	Campus	ME
University of Maine-System	008012	System	Public	Office	ME
University of Maryland-Baltimore	002104	Spec Med	Public	Campus	MD
University of Maryland-Baltimore County	002105	Comp Ins	Public	Campus	MD
University of Maryland-College Park	002103	Doct Ins	Public	Campus	MD
University of Maryland-System	007959	System	Public	Office	MD
University of Massachusetts-Amherst	002221	Doct Ins	Public	Main	MA
University of Massachusetts-Medical Center	009756	Spec Med	Public	Campus	MA
University of Miami	001536	Doct Ins	Pri-Ind		FL
University of Michigan-Ann Arbor	009092	Doct Ins	Public	Main	MI
University of Minnesota	003969	Doct Ins	Public	Office	MN
University of Minnesota-Morris	002389	Gen Bac	Public	Campus	MN
University of Mississippi	002440	Doct Ins	Public	Campus	MS
University of Mississippi-Medical Center	004688	Spec Med	Public	Campus	MS
University of Missouri-Columbia	002516	Doct Ins	Public	Main	MO
University of Missouri-Kansas City	002518	Doct Ins	Public	Campus	MO
University of Missouri-Rolla	002517	Doct Ins	Public	Campus	MO
University of Missouri-St. Louis	002519	Comp Ins	Public	Campus	MO
University of Missouri-System	002515	System		Office	MO
University of Montana	002536	Comp Ins	Public		MT
University of Montevallo	001004	Comp Ins	Public		AL
University of Nebraska-Lincoln	002565	Doct Ins	Public	Campus	NE
University of Nebraska-Medical Center	006895	Spec Med	Public	Campus	NE
University of Nebraska-Omaha	002554	Comp Ins	Public	Campus	NE
University of Nebraska-System	008025	System	Public	Office	NE
University of Nevada-Las Vegas	002569	Comp Ins	Public	Campus	NV
University of Nevada-Reno	002568	Doct Ins	Public		NV
University of New England	002050	Comp Ins	Pri-Ind		ME
University of New Hampshire-Durham	002589	Doct Ins	Public	Main	NH
University of New Hampshire-System	008027	System	Public	Office	NH
University of New Haven	001397	Comp Ins	Pri-Ind		CT
University of New Mexico	010313	Doct Ins	Public		NM
University of North Carolina-Charlotte	002975	Comp Ins	Public	Campus	NC
University of North Carolina-Greensboro	002976	Doct Ins	Public	Campus	NC
University of North Carolina-Wilmington	002984	Comp Ins	Public	Main	NC
University of North Dakota	003005	Doct Ins	Public		ND
University of North Florida	009841	Comp Ins	Public		FL
University of North Texas	003594	Doct Ins	Public		TX
University of Northern Colorado	001349	Doct Ins	Public		CO
University of Northern Iowa	001890	Comp Ins	Public		IA
University of Notre Dame	001840	Doct Ins	Pri-Rel		IN
University of Oklahoma-Health Science Center	005889	Spec Med	Public	Campus	OK
University of Oklahoma-Norman	003184	Doct Ins	Public	Main	OK

*Single institution unless otherwise noted.

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
University of Oregon	003223	Doct Ins	Public		OR
University of Pennsylvania	003378	Doct Ins	Pri-Ind		PA
University of Puerto Rico-Mayaguez Campus	003944	Comp Ins	Public	Main	PR
University of Puget Sound	003797	Comp Ins	Pri-Ind		WA
University of Redlands	001322	Comp Ins	Pri-Ind		CA
University of Rhode Island	003414	Doct Ins	Public		RI
University of Richmond	003744	Comp Ins	Pri-Rel		VA
University of Rio Grande	003116	Gen Bac	Public		OH
University of Rochester	002894	Doct Ins	Pri-Ind		NY
University of Saint Thomas	002345	Doct Ins	Pri-Rel		MN
University of Saint Thomas	003654	Doct Ins	Pri-Ind		TX
University of San Diego	010395	Comp Ins	Pri-Ind		CA
University of San Francisco	001325	Comp Ins	Pri-Rel		CA
University of Science & Arts of Oklahoma	003167	Gen Bac	Public		OK
University of Scranton	003384	Comp Ins	Pri-Rel		PA
University of South Alabama	001057	Comp Ins	Public		AL
University of South Carolina	003448	Doct Ins	Public	Office	SC
University of South Carolina-Aiken	003449	Gen Bac	Public	Campus	SC
University of South Carolina-Coastal Carolina College	003451	Gen Bac	Public	Campus	SC
University of South Dakota	010300	Doct Ins	Public		SD
University of South Florida	001537	Doct Ins	Public	Campus	FL
University of Southern Colorado	001365	Gen Bac	Public		CO
University of Southern Indiana	001808	Gen Bac	Public		IN
University of Southern Maine	009762	Comp Ins	Public	Campus	ME
University of Southwestern Louisiana	002031	Doct Ins	Public		LA
University of Steubenville	003036	Gen Bac	Pri-Rel		OH
University of Tampa	001538	Comp Ins	Pri-Ind		FL
University of Tennessee-Chattanooga	003529	Comp Ins	Public	Campus	TN
University of Tennessee-Institute of Agriculture	UTN379	Gen Bac	Public	Campus	TN
University of Tennessee-Knoxville	003530	Doct Ins	Public	Campus	TN
University of Tennessee-Martin	003531	Comp Ins	Public	Campus	TN
University of Tennessee-Memphis	006725	Spec Med	Public	Campus	TN
University of Tennessee-System	008051	System	Public	Office	TN
University of Texas Medical Branch	004952	Spec Med	Public	Campus	TX
University of Texas at Dallas	009741	Doct Ins	Public	Campus	TX
University of Texas-Arlington	003656	Comp Ins	Public	Campus	TX
University of Texas-Austin	003658	Doct Ins	Public	Campus	TX
University of Texas-Health Science Center	003659	Spec Med	Public	Campus	TX
University of Texas-Institute of Texan Cultures	UTX782	Oth Spec	Public	Campus	TX
University of Texas-M.D. Anderson Cancer Center	UTX770	Spec Med	Public	Campus	TX
University of Texas-San Antonio	010115	Comp Ins	Public	Campus	TX
University of Texas-System	003655	System	Public	Office	TX
University of Texas-Tyler	011163	Comp Ins	Public	Campus	TX
University of Toledo	003131	Doct Ins	Public		OH
University of Tulsa	003185	Comp Ins	Pri-Ind		OK
University of Utah	003675	Doct Ins	Public		UT
University of Vermont	003696	Doct Ins	Public		VT
University of Virginia	006968	Doct Ins	Public		VA
University of West Florida	003955	Comp Ins	Public		FL
University of West Virginia-College of Graduate Studies	006869	Comp Ins	Public		WV
University of Wisconsin-Eau Claire	003917	Comp Ins	Public	Campus	WI
University of Wisconsin-Green Bay	003899	Comp Ins	Public	Campus	WI
University of Wisconsin-La Crosse	003919	Comp Ins	Public	Campus	WI
University of Wisconsin-Madison	003895	Doct Ins	Public	Main	WI
University of Wisconsin-Milwaukee	003896	Doct Ins	Public	Campus	WI
University of Wisconsin-Oshkosh	009630	Comp Ins	Public	Campus	WI
University of Wisconsin-Stevens Point	003924	Comp Ins	Public	Campus	WI
University of Wisconsin-Stout	003915	Comp Ins	Public	Campus	WI
University of Wisconsin-Superior	003925	Comp Ins	Public	Campus	WI
University of Wisconsin-System	003894	System	Public	Office	WI
University of Wisconsin-Whitewater	003926	Comp Ins	Public	Campus	WI
University of Wyoming	003932	Doct Ins	Public		WY
University of the Arts	003350	Comp Ins	Pri-Ind		PA
University of the Ozarks	001094	Gen Bac	Pri-Ind		AR

*Single institution unless otherwise noted.

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
University of the Pacific	001329	Doct Ins	Pri-Ind	Main	CA
University of the South	003534	Gen Bac	Pri-Rel		TN
Upper Iowa University	001893	Gen Bac	Pri-Ind		IA
Ursinus College	003385	Gen Bac	Pri-Ind		PA
Utah State Board of Regents	USB841	Other	Public	Office	UT
Utah State University	003677	Doct Ins	Public		UT
Utah Valley Community College	004027	2-Yr Acad	Public		UT
Valdosta State College	001599	Comp Ins	Public	Campus	GA
Valencia Community College	006750	2-Yr Acad	Public		FL
Valley City State University	003008	Gen Bac	Public	Campus	ND
Valparaiso University	001842	Comp Ins	Pri-Rel		IN
Vanderbilt University	003535	Doct Ins	Pri-Ind		TN
Vassar College	002895	Gen Bac	Pri-Ind		NY
Vermont State College-System	029162	System	Public	Office	VT
Vermont Technical College	003698	2-Yr Acad	Public	Campus	VT
Vernon Regional Junior College	010060	2-Yr Acad	Public		TX
Villanova University	003388	Comp Ins	Pri-Rel		PA
Vincennes University	001843	2-Yr Acad	Public	Main	IN
Virginia Commonwealth University	003735	Doct Ins	Public		VA
Virginia Community College System	008904	System	Public	Office	VA
Virginia Polytechnic Institute & State University	003754	Doct Ins	Public		VA
Virginia State University	003764	Comp Ins	Public		VA
Viterbo College	003911	Gen Bac	Pri-Rel		WI
Volunteer State Community College	009912	2-Yr Acad	Public	Campus	TN
Wake Forest University	002978	Comp Ins	Pri-Ind		NC
Wake Technical Community College	004844	2-Yr Acad	Public		NC
Waldorf College	001895	2-Yr Acad	Pri-Rel		IA
Walla Walla Community College	005006	2-Yr Acad	Public	Main	WA
Walsh College	004071	Spec Bus	Pri-Ind		MI
Walters State Community College	008863	2-Yr Acad	Public		TN
Warren County Community College	025039	2-Yr Acad	Public		NJ
Warren Wilson College	002979	Gen Bac	Pri-Rel		NC
Wartburg College	001896	Gen Bac	Pri-Rel		IA
Wartburg Theological Seminary	001897	Spec Rel	Pri-Rel		IA
Washburn University of Topeka	001949	Gen Bac	Public		KS
Washington Bible College	001462	Gen Bac	Pri-Ind		MD
Washington College	002108	Gen Bac	Pri-Ind		MD
Washington County Technical College	WSH046	2-Yr Acad	Public	Main	ME
Washington State University	003800	Doct Ins	Public	Main	WA
Washington University	002520	Doct Ins	Pri-Ind		MO
Washington and Jefferson College	003389	Gen Bac	Pri-Ind		PA
Washington and Lee University	003768	Gen Bac	Pri-Ind		VA
Washtenaw Community College	002328	2-Yr Acad	Public		MI
Waubonsee Community College	006931	2-Yr Acad	Public		IL
Waukesha County Technical College	009258	2-Yr Acad	Public		WI
Wayne State College	002566	Gen Bac	Public		NE
Wayne State University	002329	Doct Ins	Public		MI
Waynesburg College	003391	Gen Bac	Pri-Rel		PA
Weatherford College	003664	2-Yr Acad	Public		TX
Weber State College	003680	Gen Bac	Public		UT
Wellesley College	002224	Gen Bac	Pri-Ind		MA
Wells College	002901	Gen Bac	Pri-Ind		NY
Wenatchee Valley College	003801	2-Yr Acad	Public		WA
Wentworth Institute of Technology	029099	Gen Bac	Pri-Ind		MA
Wesley College	001433	Gen Bac	Pri-Rel		DE
Wesleyan University	001424	Comp Ins	Pri-Ind		CT
West Chester University	003328	Comp Ins	Public	Campus	PA
West Georgia College	001601	Comp Ins	Public		GA
West Hills Community College	001176	2-Yr Acad	Public		CA
West Shore Community College	007950	2-Yr Acad	Public		MI
West Texas State University	003665	Comp Ins	Public	Campus	TX
West Virginia Institute of Technology	003825	Gen Bac	Public		WV
West Virginia School of Osteopathic Medicine	011245	Spec Med	Public		WV
West Virginia Wesleyan College	003830	Gen Bac	Pri-Rel		WV

*Single institution unless otherwise noted.

BEST COPY AVAILABLE

Responding Institutions
All Institutions

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM*	STATE
Westbrook College	002056	Gen Bac	Pri-Ind		ME
Western Carolina University	002981	Comp Ins	Public	Campus	NC
Western Illinois University	001780	Comp Ins	Public	Campus	IL
Western Interstate Commission For Higher Education	WST803	Other	Public		CO
Western Iowa Technical Community College	007316	2-Yr Acad	Public		IA
Western Kentucky University	002002	Comp Ins	Public		KY
Western Maryland College	002109	Comp Ins	Pri-Ind		MD
Western Michigan University	002330	Doct Ins	Public		MI
Western Montana College	002537	Gen Bac	Public	Main	MT
Western Nebraska Community College	002560	2-Yr Acad	Public	Office	NE
Western Nevada Community College	010363	2-Yr Acad	Public	Campus	NV
Western New England College	002226	Comp Ins	Pri-Ind		MA
Western Oregon State College	003209	Comp Ins	Public	Campus	OR
Western State College	001372	Comp Ins	Public		CO
Western Texas College	009549	2-Yr Acad	Public		TX
Western Theological Seminary	002331	Spec Rel	Pri-Rel		MI
Western Washington University	003802	Comp Ins	Public		WA
Westmar College	001899	Gen Bac	Pri-Ind		IA
Westminster Choir College	002646	Gen Bac	Pri-Ind		NJ
Westminster College	003392	Gen Bac	Pri-Rel		PA
Westminster College	003681	Gen Bac	Pri-Ind		UT
Westminster Theological Seminary	003393	Spec Rel	Pri-Ind		PA
Westmont College	001341	Gen Bac	Pri-Ind		CA
Westmoreland County Community College	010176	2-Yr Acad	Public		PA
Wharton County Junior College	003668	2-Yr Acad	Public		TX
Wheaton College	001781	Comp Ins	Pri-Rel		IL
Wheaton College	002227	Comp Ins	Pri-Ind		MA
Wheeling College	003831	Gen Bac	Pri-Rel		WV
Wheelock College	002228	Comp Ins	Pri-Ind		MA
Whittier College	001342	Gen Bac	Pri-Ind		CA
Wichita State University	001950	Doct Ins	Public		KS
Widener University	003313	Comp Ins	Pri-Ind	Office	PA
Wilkes University	003394	Comp Ins	Pri-Ind		PA
William Jewell College	002524	Gen Bac	Pri-Rel		MO
William Mitchell College of Law	002391	Spec Law	Pri-Ind		MN
William Penn College	001900	Gen Bac	Pri-Rel		IA
Williams Baptist College	001106	2-Yr Acad	Pri-Rel		AR
Williams College	002229	Comp Ins	Pri-Ind		MA
Williamsport Area Community College	003395	2-Yr Acad	Public		PA
Wilmington College	003142	Gen Bac	Pri-Rel		OH
Wingate College	002985	Gen Bac	Pri-Rel		NC
Winona State University	002394	Comp Ins	Public	Campus	MN
Winthrop College	003456	Comp Ins	Public		SC
Wisconsin Board of Vocational, Technical & Adult Education	WSC537	Other	Public	Office	WI
Wisconsin Lutheran College	021366	Gen Bac	Pri-Rel		WI
Wittenberg University	003143	Gen Bac	Pri-Rel		OH
Wood Junior College	002448	2-Yr Acad	Pri-Rel		MS
Woodbury University	001343	Comp Ins	Pri-Ind		CA
Wor-Wic Technical Community College	029053	2-Yr Acad	Public		MD
Worcester Polytechnic Institute	002233	Doct Ins	Pri-Ind		MA
Worcester State College	002190	Comp Ins	Public		MA
Worthington Community College	002395	2-Yr Acad	Public	Campus	MA
Wright Institution	008846	Doct Ins	Pri-Ind		CA
Wright State University	009168	Doct Ins	Public	Office	OH
Wytheville Community College	003761	2-Yr Acad	Public	Campus	VA
Yavapai College	001079	2-Yr Acad	Public	Main	AZ
Youngstown State University	003145	Comp Ins	Public		OH
Yuba Community College District	001344	2-Yr Acad	Public	Office	CA

*Single institution unless otherwise noted.

APPENDIX B

SPECIAL STUDY ORDER FORM
1990-91 Administrative Compensation Survey

Instructions: (NOTE: follow each of these steps to avoid delay in processing your order.)

1. Read through entire form.
2. Print clearly or type all information.
3. Use a separate form for each study ordered.
4. Forward all requests to: CUPA Special Studies, 1233 20th Street, NW, Suite 503, Washington, DC 20036. Phone (202) 429-0311, Ext. 2, FAX (202) 429-0149.
5. Payment or Purchase Order must accompany all orders. Non-members of CUPA must send payment with the order.
6. Please contact Susan Cipollini at the CUPA national office if you have any questions, (202) 429-0311, Ext. 2.

Profile:

Name____Title____

Institution____

Phone ( )____ FAX ( )__________________________

Mailing Address____

City, State, Zip____

Did your institution participate in the 1990-91 survey? ☐ Yes ☐ No
Is your institution a member of CUPA? ☐ Yes ☐ No
Have you ever ordered a Special Study before? ☐ Yes ☐ No

Basic Fees:

$235 - CUPA members who participated in the 1990-91 study;
$315 - CUPA members who did not participate in the 1990-91 study and non-members who did participate;
$400 - CUPA non-member institutions who did not participate in the study and other non-profit organizations;
$550 - All others.

Delivery:

Please check how you would like your special study returned:
___ Via FAX—10 working day turn around (Please note, we cannot fax display #3) ($5.00 charge)
___ Via Federal Express—10 working day turn around ($20.00 charge)
___ Via first class mail—please allow 3-4 weeks for delivery (no additional charge)

Types of Data Displays:

(Check only one. Use a separate form for each additional display ordered. A diskette file is available upon request. Call CUPA for more information.)

___1. Salary display with median and mean data. Will also include (please check) ___percentile data ___quartile data ___both. (NOTE: percentile data—20%, 40%, 60%, 80%, quartile data—25%, 50%, 75%)
___2. Salary display with median and mean data and with years-of-service data. Will display data by (please check one) ___percentiles or ___quartiles.
___3. Listing of individual salaries by position (mean salary provided).
___4. Comparative data display which includes salary data for minority/nonminority and male/female. This display also includes the number of minority/nonminority and male/female reported for each position.
___5. Other (such as Distribution of Salaries by position, reporting relationship, etc.) Please specify on a separate sheet of paper (additional costs may be incurred).

If you wish to receive data displays based on general institutional characteristics only, complete Section I. If you wish to specify a list of institutions only, complete Section II. Complete only one section per study ordered.

Section I

Please answer only those questions which pertain to your request—you are not required to respond to all of the questions.

1. SYSTEM STRUCTURE (Check as many as desired)
   - A. ☐ A single institution
   - B. ☐ An administrative office of a system
   - C. ☐ A main campus of a system
   - D. ☐ A campus within a system

2. CLASSIFICATION (Please check either NCES classification or specific code from Appendix C.)

   NCES (check as many as desired)
   - A. ☐ Doctoral Institution
   - B. ☐ Comprehensive Institution
   - C. ☐ General Baccalaureate Institution
   - D. ☐ Two-Year Institutions with Academic Rank
   - E. ☐ Other; specify code from Appendix C________

3. SOURCE OF SUPPORT (Check as many as desired)
   - A. ☐ Public
   - B. ☐ Private, religious group affiliated
   - C. ☐ Private, independent

4. EDUCATION AND GENERAL BUDGET (Specify number OR range)
   - A. Less than $__________
   - B. More than $__________
   - C. Between $_________ and $_________

5. FTE ENROLLMENT (specify number OR range)
   - A. Less than _________
   - B. More than _________
   - C. Between _________ and _________

6. GEOGRAPHIC AREA

   List States below (Please do not abbreviate)

____

____

____

Section II

Please use a separate sheet of paper.

In order for a study requesting specific institutions to be completed, all of the institutions must have participated in the 1990-91 Administrative Compensation Survey. Please see Appendix A, "Responding Institutions," to ensure that the desired institutions participated. To maintain confidentiality of the data, if three or fewer salaries are reported for a particular position, we will not include salary information. Please choose 8 or more institutions and list on a separate sheet of paper the institutional name, campus (if applicable), state, and the FICE Code. **Your institution's data will be included only if specifically requested.**

Mail this form and a check or purchase order to: **CUPA, 1233 20th St., N.W., Suite 503, Washington, D.C. 20036, FAX (202) 429-0149. Please use a separate form for each study ordered.**

NCES CODES

The database of the 1990-91 Administrative Compensation Survey contains institutional classification codes established by the National Center for Education Statistics (NCES). The codes are no longer used by NCES but CUPA still uses them as one method of classifying institutions in the survey. The codes more specifically correlate with the type of institution or program offered and are especially useful when ordering customized studies based on certain institutional characteristics.

AO1 - DOCTORAL-LEVEL INSTITUTIONS WITHOUT MEDICAL SCHOOL
AO2 - DOCTORAL-LEVEL INSTITUTIONS WITH MEDICAL SCHOOL
BO1 - COMPREHENSIVE INSTITUTIONS WITHOUT MEDICAL SCHOOL
BO2 - COMPREHENSIVE INSTITUTIONS WTH MEDICAL SCHOOL
CO1 - GENERAL BACCALAUREATE INSTITUTIONS
DO1 - SPECIALIZED/SCHOOL OF PHILOSOPHY, RELIGION AND THEOLOGY
DO2 - SPECIALIZED/MEDICAL SCHOOLS
DO3 - SPECIALIZED/OTHER HEALTH INSTITUTIONS
DO4 - SPECIALIZED/ENGINEERING SCHOOLS
DO5 - SPECIALIZED/BUSINESS SCHOOLS
DO6 - SPECIALIZED/VISUAL AND PERFORMING ARTS SCHOOLS
DO7 - SPECIALIZED/LAW SCHOOLS
DO8 - SPECIALIZED/EDUCATION SCHOOLS
DO9 - U.S. SERVICE SCHOOLS
D10 - OTHER SPECIALIZED SCHOOLS
D12 - SPECIALIZED/NON-DEGREE GRANTING INSTITUTIONS
EO1 - MULTIPROGRAM TWO-YEAR INSTITUTIONS
EO4 - SINGLE PROGRAM TWO-YEAR INSTITUTIONS

APPENDIX D

SALARY COMPARISON WORKSHEET

This worksheet is designed to facilitate comparison of institutional and survey salaries for positions in the survey groups. Positions to be compared should be listed in the appropriate Job Family Group along with the corresponding 1990-91 salaries paid by your institution. CUPA salaries should be listed from the comparison table which most nearly matches the size and type of your institution. (GENERAL TABLES SHOULD NOT BE USED.) The Comparison Percentage is then calculated by dividing Institutional Salary by the CUPA Survey Salary. Institutions desiring comparison with a specific group of colleges or universities may request this comparison as a Special Study by contacting CUPA at 1233 20th St., N.W., Suite 503, Washington, D.C. 20036, (202) 429-0311, Ext. 2.

I. Executive

Pos. No.	Title	90-91 Inst. Salary	Comparable CUPA Salary	Comparison % (I. Sal./CUPA Sal.)
	Group Total			

II. Academic

Pos. No.	Title	90-91 Inst. Salary	Comparable CUPA Salary	Comparison % (I. Sal./CUPA Sal.)
	GroupTotal			

III. Administrative

Pos. No.	Title	90-91 Inst. Salary	Comparable CUPA Salary	Comparison % (I. Sal./CUPA Sal.)
	GroupTotal			

IV. External Affairs

Pos. No.	Title	90-91 Inst. Salary	Comparable CUPA Salary	Comparison % (I. Sal./CUPA Sal.)
	Group Total			

V. Student Services

Pos. No.	Title	90-91 Inst. Salary	Comparable CUPA Salary	Comparison % (I. Sal./CUPA Sal.)
	Group Total			
	Overall Total			

Important Information Enclosed
Please complete and return by October 1, 1990.

CUPA

1990-91
Administrative Compensation Survey

CONDUCTED BY

College and University Personnel Association

1233 Twentieth Street, NW
Suite 503
Washington, DC 20036
(202) 429-0311

SURVEY QUESTIONNAIRE PACKET

© 1990 College and University Personnel Association.

1990-91 CUPA ADMINISTRATIVE COMPENSATION SURVEY

INSTRUCTIONS

PLEASE RETURN ONLY THE COMPLETED QUESTIONNAIRE BY **OCTOBER 1, 1990** IN THE ENCLOSED SELF-ADDRESSED ENVELOPE. DUE TO THE NATURE OF THE DATA DO NOT FAX YOUR RESPONSE. IF YOU HAVE ANY QUESTIONS, PLEASE CALL CUPA AT (202) 429-0311, EXT. 18. DO NOT CALL THE BROOKINGS INSTITUTION.

I. GENERAL

1. Make sure this questionnaire packet includes instructions, a listing of survey position descriptions, and a questionnaire form.
2. To make your task easier, read all instructions first, then detach questionnaire and fill it out using the instructions as a guide.
3. Please read position descriptions before completing the questionnaire. Do not rely on titles only.
4. An identification label is attached to the top of page one of the questionnaire ONLY if your institution participated in the 1989-90 survey.
5. PRINT or TYPE all information.
6. Do not use abbreviations.
7. If the position is vacant, please enter "V" and the minimum salary (if known) at which you are currently advertising/recruiting.
8. **Return only the questionnaire form.** Do not attach extra pages. Please be sure to keep a copy of the completed questionnaire for your files.

II. INSTRUCTIONS ON INSTITUTIONAL IDENTIFICATION QUESTIONS (Please make sure that you correctly answer all institutional identification questions. This section is vital for accurate input.)

Note: If your institution participated in the 1989-90 survey, there will be an identification label attached to the top of page one of the questionnaire. Please fill in sections 1 3, 4, and 5 only if changes are to be made to the label information.

1. **FICE Identification Code** (Federal Interagency Commission on Education) - Please fill in your institution's FICE Code. Please check to make sure that the Code you provide is correct. This identification code, unique to each institution, is an unstructured number used for statistical identification purposes. Refer to the *HEP Higher Education Directory* if you are not sure of the correct FICE Code. If you do not have access to this directory, please leave blank.
2. **Name of Respondent** - Please provide your own name, title, and telephone number.
3. **Address** - Fill in your institution's full name and address including city, state and zip code.
4. **Source of Support** - Indicate whether your institution is public, private and religious-group affiliated, or private and independent.
5. **Reporting For** - Indicate whether the data you report is for personnel primarily associated with a single institution, an administrative office of a system (all campuses), a main campus heading a system, or a campus within a system. (Important note: If you check "administrative office of a system," please provide systemwide figures for the four parts to Question 6. If you check "main campus heading a system" or "campus within a system," provide individual campus figures in Question 6.
6. **Size Measures** - Provide four answers, one for each space, indicating your institution's total full-time equivalent student enrollment, faculty, administrative staff (i.e., Executive, Administrative, Manageriai, and Professional as defined by EEO categories 1 and 3), and total operating budget. Total operating budget includes the total institutional budget used for current educational and general operations (including research funds) exclusive of student aid, auxiliary enterprises such as hospitals, service functions, capital funds, and similar activities.

III. SURVEY POSITION INSTRUCTIONS

GENERAL. The positions chosen for the Survey are typical for college and university operations. If you are unsure about the identification of any position, please refer to the "Summary of Position Descriptions" that follow. If the position is currently vacant, enter "V" and the minimum salary (if known) at which you are currently advertising/recruiting. If you do not have a comparable position, leave blank. If a person holds more than one position title, do not report his/her salary twice, but report the salary under the position that best fits the description.

BEST COPY AVAILABLE

Do not add any positions on the questionnaire nor attach extra pages. If you have any comments or suggestions on the positions or would like certain positions added, please write a separate letter to the CUPA Administrative Compensation Survey Committee in care of the CUPA National Office, 1233 Twentieth Street, NW, Suite 503, Washington, DC 20036.

Do not indicate data for a position that is less than 50% time. Report all salaries based on 100% effort (Annualized Salary). Report only current information despite the possibility of future or pending salary changes. For institutions which have several incumbents holding the same titled position, please **average** those salaries and do not report data on internal/external promotion, sex and minority status. Do not put salary figures in for each incumbent holding the position.

ANNUALIZED SALARY. Indicate the full-time annualized salary for each position. Report all salaries full-time (100%) effort. For example: your registrar works part-time, 50% for 12 months a year for a salary of $10,000. For the purposes of the Survey enter $20,000 as the annualized salary.

REPORTING RELATIONSHIP. Please show by each code number from the Survey (each position has a separate code number) the senior position to which each position reports. For example, the Director of Affirmative Action/Equal Employment is position number 307.00. If that person reports to the Chief Personnel/Human Resources Officer, position number 306.00, you would write 306.00 in the reporting relationship column next to Director of Affirmative Action/Equal Employment. Please leave blank the reporting relationship column if the person in a position does not report to a higher position (e.g., Chief Executive Officer of a System does not report to a higher position).

YEARS OF SERVICE IN PRESENT POSITION. Indicate the number of years that the incumbent has served in this position. Round to the next highest year, using six months as your guide. For example, 1-6 months = 0 years; 7 to 12 months = 1 year; and 5 years, 2 months = 5 years.

HIRE. The Survey asks whether the person presently occupying each position was promoted or transferred from inside or hired from outside your institution. Circle the "I" if the individual moved to the job from another job within your institution, or circle "O" if recruited from the outside.

SEX. Indicate by circling "M" (male) or "F" (female) the sex of the person currently serving in each position.

MINORITY. Indicate by circling "Y" (Yes) or "N" (No) whether the person serving in each position is a minority member. A minority for Survey purposes is defined as Black/Afro-American/Negro; Native American/American Indian; Asian American/Oriental; Hispanic American.

PLEASE RETURN THE COMPLETED QUESTIONNAIRE
BY OCTOBER 1, 1990.
FOR YOUR CONVENIENCE, A SELF-ADDRESSED ENVELOPE IS ENCLOSED.

NOTE: YOUR TIMELY RESPONSE IS GREATLY APPRECIATED.
THE OCTOBER 1 RETURN DATE WILL NOT BE EXTENDED.

1990-91 ADMINISTRATIVE COMPENSATION SURVEY
SUMMARY POSITION DESCRIPTIONS

Please review these summary position descriptions before entering compensation figures to ensure reasonable comparability of survey data. When the differences between the summary description and the duties actually performed in the responding institution are substantial, or simply do not apply, no data should be reported. Please note: For purposes of this survey, "Associate" is used to denote second in command. "Assistant" is used to denote positions with program responsibility. Combined responsibility positions such as Director of Personnel and Affirmative Action or Director of Admissions and Financial Aid are listed here the same as individual positions. If you have comments or suggestions on the positions, please write a separate letter to the Administrative Compensation Survey Committee in care of the CUPA national office.

EXECUTIVE

101.00 CHIEF EXECUTIVE OFFICER OF A SYSTEM/DISTRICT/MULTICAMPUS OPERATION (PRESIDENT/CHANCELLOR): The principal administrative official responsible for the direction of all operations of a system, district, or multicampus structure.

101.10 ASSISTANT TO THE PRESIDENT OF A SYSTEM/DISTRICT/MULTICAMPUS OPERATION: The senior professional staff assistant to the President/Chancellor.

102.00 CHIEF EXECUTIVE OFFICER OF A SINGLE INSTITUTION (PRESIDENT/CHANCELLOR): The principal administrative official responsible for the direction of all operations of a campus or an institution of higher education (Chief Campus Officer in a system).

102.10 ASSISTANT TO THE PRESIDENT/SINGLE INSTITUTION: The senior professional staff assistant to the President/Chancellor.

103.00 EXECUTIVE VICE PRESIDENT: The principal administrative official, in lieu of the Chief Executive Officer, responsible for the direction of all operations of an institution of higher education. Reports to the Chief Executive Officer.

ACADEMIC

201.00 CHIEF ACADEMIC OFFICER (MAY ALSO BE TITLED PROVOST): The senior administrative official responsible for the direction of the academic program of the institution. Functions typically include teaching, research, extension, admissions, registrar, and library activities. Reports to the Chief Executive Officer.

202.00 CHIEF HEALTH PROFESSIONS OFFICER: The senior administrative official with the responsibility for administration of academic health programs, hospitals, clinics, and affiliated health-care programs.

203.00 DIRECTOR, LIBRARY SERVICES: Directs the activities of all institutional libraries. Functions typically include selection and direction of professional staff, acquisitions, technical services, audio-visual services, and special collections.

203.10 CIRCULATION LIBRARIAN: Senior person responsible for control of lending and shelving operations.

203.20 ACQUISITIONS LIBRARIAN: Senior person responsible for collection development including order and receipt of books, periodicals, etc.

203.30 TECHNICAL SERVICES LIBRARIAN: Senior person responsible for planning and management of library services involving processing, bibliographic control, cataloguing, binding, and repair, etc.

203.40 PUBLIC SERVICES LIBRARIAN: Senior person responsible for planning and management of library services involving interaction with patrons (lending, orientation, bibliographic instruction, audio-visual services, etc.)

203.50 REFERENCE LIBRARIAN: Senior person responsible for developing and managing reference materials and assisting users in researching problems, conducting bibliographic searches, etc.

204.00 DIRECTOR, INSTITUTIONAL RESEARCH: The administrative staff official responsible for the conduct of research and studies on the institution itself. Functions performed or supervised typically include data collection, analysis, reporting, and related staff work in support of decision making.

204.10 ASSOCIATE DIRECTOR, INSTITUTIONAL RESEARCH: The second senior administrative official responsible for the conduct of research and studies on the institution itself.

205.00 DIRECTOR, EDUCATIONAL MEDIA SERVICES: Directs the support area of audio-visual services, which includes purchasing hardware, generating software, and encouraging the use of multimedia learning devices.

206.00 DIRECTOR, LEARNING RESOURCES CENTER: The administrative official with principal responsibility over audio-visual services (educational media) and may include the library as well.

207.00 DIRECTOR, INTERNATIONAL STUDIES EDUCATION: Coordinates academic studies conducted outside the United States; advises students and faculty on international study and travel; and promotes campus activities of an international nature.

208.00 DIRECTOR, COMPUTER CENTER OPERATIONS/ACADEMIC: Directs the institution's academic computing activities.

208.10 ASSOCIATE DIRECTOR, COMPUTER CENTER OPERATIONS/ACADEMIC: The second senior administrative official responsible for the institution's academic computing activities.

209.00 ADMINISTRATOR, GRANTS AND CONTRACTS: Coordinates the administration of research and other programs externally funded by grants and contracts; administers the preparation of proposals and orchestrates the liaison with the funding sources.

210.00-242.00 DEAN or Equivalent Administrative Title (e.g., directors of academic divisions in community colleges): Serves as the principal administrator of the instructional division indicated (i.e., Architecture, Agriculture, Nursing, etc.).

ADMINISTRATIVE

301.00 CHIEF BUSINESS OFFICER: The senior administrative official responsible for the combined functions of administrative and financial affairs. Functions typically include purchasing, physical plant management, property management, auxiliary enterprises, personnel services, investments, accounting, and related matters.

301.01 CHIEF ADMINISTRATION OFFICER: The senior administrative official responsible for administrative affairs. Functions supervised typically include purchasing, physical plant management, property management, personnel services, administrative computing, auxiliary enterprises, and related matters.

301.02 CHIEF FINANCIAL OFFICER: The senior administrative official responsible for the direction of financial affairs. Functions supervised typically include investments, accounting, budgets, and related matters.

301.10 , DIRECTOR, HEALTH AND SAFETY: Senior administrative official responsible for the campus environment and/or occupational health and safety program.

301.20 DIRECTOR, TELECOMMUNICATIONS: The administrative official responsible for the institution's telecommunication system, including planning and coordination of voice and data system modifications, equipment installation and operating procedures.

302.00 CHIEF PLANNING OFFICER: The senior administrative official responsible for the direction of long-range planning, and the allocation of resources. Functions typically include budget planning, institutional research and facilities planning, and may also include responsibility for current planning and budgeting, as well as state and federal regulations. Reports to the Executive Officer.

303.00 CHIEF BUDGETING OFFICER: The senior administrative officer responsible for the current budgetary operations. May also include responsibility for long-range planning unless there is a separate planning officer.

303.10 ASSOCIATE BUDGET DIRECTOR: The second senior administrative official responsible for the current budgetary operations.

304.00 CHIEF PLANNING & BUDGET OFFICER: This position combines the major duties and responsibilities as defined in 302.00 and 303.00.

305.00 GENERAL COUNSEL: The principal salaried staff person responsible for advising the institution on its legal rights, obligations, or privileges. May act as agent in various transactions or serve as principal contact with other legal counsel. (Do not report unless on institution's payroll.)

305.10 STAFF ATTORNEY(S): The administrative official(s) responsible for advising the institution on its legal rights.

306.00 CHIEF PERSONNEL/HUMAN RESOURCES OFFICER: The senior administrative official responsible for administering institutional personnel policies and practices for staff and/or faculty. Functions typically include personnel records, benefits, staff employment, wage and salary administration, and, where applicable, labor relations.

306.10 ASSOCIATE DIRECTOR, PERSONNEL/HUMAN RESOURCES: The second senior administrator responsible for administering institutional personnel policies and practices for staff and/or faculty.

306.20 MANAGER, BENEFITS: Responsible for implementing the benefits package for staff and/or faculty, such as medical, dental, long-term disability, retirement, and accidental death.

306.30 MANAGER, TRAINING AND DEVELOPMENT: Directs and coordinates the various training reviews for employees of the institution, which may include in-house training for management and faculty as well as staff.

306.40 MANAGER, EMPLOYEE RELATIONS: Advises and assists staff and/or faculty regarding general personnel policies and procedures such as the grievance procedure, employee relations, affirmative action, and equal opportunity in a *nonunion* setting.

306.50 MANAGER, LABOR RELATIONS: Advises management, faculty and staff on administration of labor union contracts. Negotiates and interprets union contracts, resolves grievances and recommends policies.

306.60 MANAGER, EMPLOYMENT: Responsible for the employment section of a personnel office, including recruiting, interviewing, and placement.

306.70 MANAGER, WAGE AND SALARY/MANAGER, COMPENSATION: Responsible for maintaining classification and pay schedules for the institution. Conducts job audit, salary surveys, and monitors the pay plan.

306.80 MANAGER, PERSONNEL INFORMATION SYSTEMS: Responsible for the payroll/personnel data base, which includes preparing specifications for data base improvements/enhancements, establishing and monitoring production schedules, and coordinating report generation, modifications, and development.

307.00 DIRECTOR, AFFIRMATIVE ACTION/EQUAL EMPLOYMENT: The senior administrative official responsible for the universitywide program designed to ensure equality of opportunity on an individual basis without giving preference in opportunity to any group.

307.10 ASSOCIATE DIRECTOR, AFFIRMATIVE ACTION/EQUAL EMPLOYMENT: The second senior administrative official responsible for the institution-wide program to ensure equality of employment opportunity.

308.00 DIRECTOR OF PERSONNEL AND AFFIRMATIVE ACTION: This position combines the major duties and responsibilities as defined in 306.00 and 307.00.

309.00 CHIEF COMPUTER OFFICER: Directs the institution's major computing activities. Functions may typically include computer programming, systems studies, computer operations, and telecommunications.

309.10 ASSOCIATE DIRECTOR, COMPUTER CENTER: The second senior administrative official responsible for directing the institution's major computing activities.

309.20 DATA BASE ADMINISTRATOR: Senior person responsible for developing and implementing standards, procedures and controls which ensure the security, reliability and availability of data bases.

309.30 SYSTEMS ANALYST I - (Highest Level): Responsible for designing and structuring the appropriate flow of complex computer systems requiring considerable independent judgement. Position involves no programming responsibility.

309.40 SYSTEMS ANALYST II - (Lowest Level): Responsible for designing and structuring routine programs for computer systems. Position may involve minor programming.

309.50 PROGRAMMER ANALYST I - (Highest Level): Responsible for defining and developing complex computer programs requiring considerable independent judgement.

309.60 PROGRAMMER ANALYST II - (Lowest Level): Responsible for defining and developing routine computer programs in assigned user areas.

310.00 DIRECTOR, COMPUTER CENTER OPERATIONS/ADMINISTRATIVE: Directs the institution's administrative computing activities.

310.10 ASSOCIATE DIRECTOR, COMPUTER CENTER OPERATIONS/ADMINISTRATIVE: The second senior administrative official responsible for the institution's administrative computing activities.

311.00 DIRECTOR, INFORMATION SYSTEMS: The senior official who directs the development, implementation, and maintenance of institutional management information systems. Functions typically include responsibility for developing systems requirements, systems analysis, programming, applications, and coordination with user areas. May also include responsibility for direction of the administrative computer operations.

312.00 CHIEF PHYSICAL PLANT/FACILITIES MANAGEMENT OFFICER: The senior administrative official responsible for the construction, rehabilitation, and maintenance of physical plant facilities. Functions typically include supervision of new construction and remodeling, grounds and building maintenance, power plant operation, and parking.

312.10 ASSOCIATE DIRECTOR, PHYSICAL PLANT/FACILITIES MANAGEMENT: The second senior administrative official responsible for maintenance and operation of all facilities.

312.20 MANAGER, LANDSCAPE AND GROUNDS: Responsible for administration of the institution's landscape and grounds programs. Reevaluates and redesigns existing landscaping.

312.30 MANAGER, BUILDING MAINTENANCE TRADES: Manages the operation of the building craft areas which usually include carpentry, locksmith, painting, sheet metal, welding, masonry, and roof and road functions.

312.40 MANAGER, TECHNICAL TRADES: Manages the operation of the technical trade areas which usually include plumbing, heating, electrical, refrigeration and air conditioning, preventative maintenance, and water plant.

312.50 MANAGER, CUSTODIAL SERVICES: Responsible for the management of institutional custodial services.

312.60 MANAGER, POWER PLANT: Directs the operation and maintenance of the high pressure steam and electrical generating plants and central refrigeration plants and all utility distribution systems.

313.00 COMPTROLLER: Directs accounting, payroll, cashiering, and related functions. May also have responsibility for office services, such as mail and telephone.

313.10 MANAGER, PAYROLL: Supervises the operation of the institution's payroll system.

314.00 DIRECTOR ACCOUNTING: Responsible for the daily operation of the institution's budgetary accounting system.

314.10 STAFF ACCOUNTANT - (Highest Level): Responsible for maintaining, auditing, inspecting, and reporting *complex* financial records of the institution.

314.20 STAFF ACCOUNTANT - (Lowest Level): Responsible for maintaining, auditing, inspecting, and reporting *routine* financial records of the institution.

315.00 BURSAR: Custodian of institutional funds.

315.10 ASSOCIATE BURSAR: The second senior administrative official serving as custodian of institutional funds.

316.00 DIRECTOR, PURCHASING/MATERIALS MANAGEMENT: Conducts central purchasing operations for the institution. Functions typically include preparation of specifications, contracting, bidding, receiving and stores, approval of invoices and related matters.

316.10 ASSOCIATE DIRECTOR, PURCHASING/MATERIALS MANAGEMENT: The second senior administrative official responsible for central purchasing operations for the institution.

317.00 DIRECTOR, BOOKSTORE: Directs the operation of the campus bookstore, usually under the direction of the Chief Business Officer. Functions typically include purchase and sale of new and used books, supplies, and equipment, advertising, employment and supervision of sales staff, maintenance of sales and inventory records, and related matters.

317.10 ASSOCIATE DIRECTOR, BOOKSTORE: The second senior administrative official responsible for bookstore operations.

318.00 DIRECTOR, INTERNAL AUDIT: Directs the advisory function on internal auditing and systems accounts, which serves as an independent appraisal review regarding the physical and administrative operations of the financial areas of the institution.

319.00 DIRECTOR, AUXILIARY SERVICES: Responsible for the management and operation of college support and auxiliary services, typically food service, bookstore, housing, vending, student unions, and printing, but may include a variety of services and operations.

319.10 MANAGER, MAIL SERVICES: Responsible for operation of campus mail services including pick-up and delivery of materials, metering of bulk mail and acquisition of postal permits as needed.

320.00 DIRECTOR, CAMPUS SECURITY: Manages campus police and patrol units; directs campus vehicle traffic and parking: organizes security programs and training as needed.

321.00 DIRECTOR, RISK MANAGEMENT AND INSURANCE: Responsible for the protection of the institution from fortuitous loss. Advises senior management on all potential sources of loss and for decisions on how to best reduce or eliminate loss. Has responsibility for representing the institution to the insurance market.

322.00 ADMINISTRATOR, HOSPITAL MEDICAL CENTER: If your institution has its own hospital or medical center, this administrator is the immediate head of that facility. (If 322.00 is the same official as 202.00, please ignore 322.00).

322.10 DIRECTOR, MEDICAL CENTER PUBLIC RELATIONS/AFFAIRS: Plans and executes the medical center's program of relating to the institution's external public. Promotes the institution's relationship with the media.

322.20 DIRECTOR, MEDICAL CENTER PERSONNEL: Senior administrative official responsible for the Personnel program and staff in a medical center faculty.

EXTERNAL AFFAIRS

401.00 CHIEF DEVELOPMENT OFFICER: The senior administrative official responsible for institutional development programs. Incumbent typically leads the institutional fund-raising and, in the absence of an organizational co-equal specifically assigned to the function, public relations, alumni relations, and information office activities.

401.10 DIRECTOR, ANNUAL GIVING: Plans and executes the institution's campaign for annual gift support from all constituents, including alumni.

401.20 DIRECTOR, CORPORATE/FOUNDATION RELATIONS: Plans and carries out the institution's program of soliciting gifts and grants from corporations and foundations.

401.30 COORDINATOR, RESOURCE DEVELOPMENT: Organizes and oversees the institution's records relating to current and prospective donors, conducts research to discover prospects for gifts, and documents the association of these prospects with the college or university.

401.40 DIRECTOR, ESTATE PLANNING: Plans, organizes, and conducts a comprehensive estate planning and deferred giving program pursuant to the developmental goals of the college or university.

402.00 CHIEF PUBLIC RELATIONS OFFICER: The senior administrative official responsible for public relations programs. Functions typically include public relations, news media relations, legislative relations, alumni relations, and information office services.

402.10 DIRECTOR, GOVERNMENTAL/LEGISLATIVE RELATIONS: Senior administrative official responsible for developing and maintaining effective relations with the state legislature and coordinating college/university lobbying efforts.

403.00 CHIEF DEVELOPMENT AND PUBLIC RELATIONS OFFICER: This position combines the major duties and responsibilities as defined in 401.00 and 402.00.

404.00 DIRECTOR, ALUMNI AFFAIRS: Coordinates contacts and services to alumni; develops and maintains alumni mailing lists and mailings; organizes receptions and other special alumni activities.

405.00 DIRECTOR, DEVELOPMENT AND ALUMNI AFFAIRS: This position combines the major duties and responsibilities as defined in 403.00 and 404.00.

406.00 DIRECTOR, SPECIAL AND DEFERRED GIFTS: Directs specific institutional fund-raising in the areas of special and deferred gifts.

407.00 DIRECTOR, CHURCH RELATIONS: A senior administrative official responsible for relationships between the institution and the ministers and laypersons of the support church(es). (This does not include "chaplain.")

408.00 DIRECTOR, COMMUNITY SERVICES: Directs or coordinates the conduct of special (usually non-credit) educational, cultural, and recreational services to the community.

409.00 DIRECTOR, PUBLICATIONS: Directs the planning, budgeting, writing, design, production, and distribution of institutional publications.

409.10 ASSOCIATE DIRECTOR, PUBLICATIONS: The second senior administrative official responsible for institutional publications.

409.20 MANAGER, PRINTING SERVICES: Responsible for operation of campus printing services including offset printing and bulk xerographic reproduction.

410.00 DIRECTOR, INFORMATION OFFICE: Directs the provision of information about the institution to students, faculty, and the public. Functions typically include news media relations, preparation or review of news releases and photographs, and preparation and distribution of newsletters, magazines, and other publications.

411.00 DIRECTOR, NEWS BUREAU: Prepares and writes news and publicity releases and writes feature stories about institutional events and programs.

STUDENT SERVICES

501.00 CHIEF STUDENT AFFAIRS OFFICER: The senior administrative official responsible for the direction of extra-curricular student life programs. Functions typically include student counseling and testing, student placement, student union relationships with student organizations, and related functions.

501.50 DEAN OF STUDENTS: Reports to the Chief Student Affairs Officer and is responsible for such functions as student activities, housing, discipline, orientation, etc.

502.00 CHIEF ADMISSIONS OFFICER: The administrative official with primary responsibility for the admission of undergraduates. May also be responsible for the admission of graduate and professional students, or for scholarship administration or similar functions.

502.10 ASSOCIATE DIRECTOR, ADMISSIONS: The second senior administrative official responsible for student admissions.

502.20 ADMISSIONS COUNSELOR: Subordinate to the Associate Director with responsibilities for one substantively related area (e.g., recruiting, records).

502.30 ACADEMIC ADVISOR: Advises undergraduate students in the construction of schedules and core curriculum, major, and elective requirements. Assists in registration and drop/add, approves AP credit, and approves transfer credit to satisfy curriculum requirements.

503.00 DIRECTOR, ADMISSIONS & REGISTRAR: This position combines the major duties and responsibilities as defined in 503.00 and 504.00.

504.00 REGISTRAR: The administrative official with principal responsibility for student admissions and records. Functions typically include undergraduate admissions, classroom scheduling, maintenance of student records, and related matters.

504.10 ASSOCIATE REGISTRAR: The second senior administrative official with principal responsibility for the performance of the Registrar's duties.

504.20 ASSISTANT REGISTRAR: Subordinate to the Associate Registrar with responsibilities for one substantively related area (e.g., military/VA registration, international registration).

505.00 DIRECTOR, ADMISSIONS AND FINANCIAL AID: This position combines the major duties and responsibilities as defined in 502.00 and 506.00.

506.00 DIRECTOR, STUDENT FINANCIAL AID: Directs the administration of all forms of student aid. Functions typically include assistance in the application for loans or scholarships; administration of private, state, or federal loan programs; awarding of scholarships and fellowships; and maintenance of appropriate records.

506.10 ASSOCIATE DIRECTOR, STUDENT FINANCIAL AID: The second senior administrative official responsible for the student financial aid activity.

507.00 DIRECTOR, FOOD SERVICES: Administers all institutional food services whether directly managed and operated or catered.

507.10 ASSOCIATE DIRECTOR, FOOD SERVICES: The second senior administrative official responsible for administering all institutional food services.

508.00 DIRECTOR, STUDENT HOUSING: Directs all residence hall operations for students. May also administer off-campus housing programs.

508.10 ASSOCIATE DIRECTOR, STUDENT HOUSING: The second senior official responsible for all residence hall operations for students.

508.20 HOUSING OFFICER/ADMINISTRATIVE OPERATIONS: Responsible for all administrative and fiscal functions in student housing.

508.30 HOUSING OFFICER/RESIDENCE LIFE: Responsible for the supervision and direction of residence life, staff, and student housing.

509.00 DIRECTOR OF UNION AND STUDENT ACTIVITIES: Directs the operation of a student union building and related student activities. Functions typically include supervision of food service facilities, guest rooms, information desk, recreational facilities, and arrangements for special functions or activities and coordination of all student activities and supervision of student organizations.

510.00 DIRECTOR, FOREIGN STUDENTS: Recruits and advises foreign students and coordinates academic studies for foreign students on campus.

511.00 DIRECTOR, STUDENT UNION: Directs the operation of a student union building and related student activities. Functions typically include supervision of food service facilities, activities programming, guest rooms, information desk, recreational facilities, and arrangements for special functions or activities.

511.10 ASSOCIATE DIRECTOR, STUDENT UNION: The second senior official responsible for the operation of the student union building and related student activities.

512.00 DIRECTOR, STUDENT ACTIVITIES: Responsible for coordinating all campus student activities including special events, student organizations, publications, and student government activities.

513.00 DIRECTOR, STUDENT PLACEMENT: Directs the operation of a student placement office to provide job placement and counseling services to undergraduates, graduates, and alumni. May also be responsible for placement of students in part-time jobs or outside the institution.

514.00 DIRECTOR, STUDENT COUNSELING: Directs the provision of counseling and testing services for students.

514.10 ASSOCIATE DIRECTOR, STUDENT COUNSELING: The second senior administrative official responsible for student counseling services.

515.00 DIRECTOR, STUDENT HEALTH SERVICES (PHYSICIAN ADMINISTRATOR): A physician who directs the clinics, medical staff, and other programs that provide institutionally based health services for the student body.

516.00 DIRECTOR, STUDENT HEALTH SERVICES (NURSE ADMINISTRATOR): A nurse who directs the clinics, medical staff, and other programs that provide institutionally based health services for the student body.

517.00 DIRECTOR, CAMPUS MINISTRIES: Plans, coordinates, and directs the pastoral ministry and religious activities of the campus, advises on policies and issues affecting the well-being of the campus community.

518.00 DIRECTOR, ATHLETICS: Directs intramural and intercollegiate athletic programs for men and women. Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

519.00 DIRECTOR, SPORTS INFORMATION: Institutional representative to the media for all athletic activities.

520.00 DIRECTOR, ATHLETICS/MEN: Directs intramural and intercollegiate athletic programs for **MEN ONLY.** Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

521.00 DIRECTOR, ATHLETICS/WOMEN: Directs intramural and intercollegiate athletic programs for **WOMEN ONLY.** Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

522.00 DIRECTOR, CAMPUS RECREATION/INTRAMURALS: Directs all non-varsity and club sports and has responsibility for some facilities including recreational areas.

523.00 CHIEF, ENROLLMENT MANAGEMENT: Administrative official responsible for the development of marketing plans for the recruitment and retention of students. Also coordinates institutional efforts in admissions, financial aid, records and registration, and advising.

524.00 DIRECTOR, MINORITY AFFAIRS: Responsible for the direction of counseling programs, cultural affairs, remedial and support programs, and invites minority speakers to campus. May also be responsible for minority housing and intercultural centers.

525.00 DIRECTOR, CONFERENCES: Responsible for the development, promotion, and implementation of institutional (on and off campus) noncredit conferences and seminars.

THIS MARKS THE END OF THE SURVEY INSTRUCTIONS.

**PLEASE DETACH, COMPLETE, AND SEND THE FOLLOWING SURVEY QUESTIONNAIRE
IN THE ENCLOSED SELF-ADDRESSED ENVELOPE.**

SURVEY DUE OCTOBER 1, 1990

PLEASE REFER TO PRECEDING INSTRUCTIONS

Print or Type. Do not abbreviate. Detach and **mail by October 1, 1990** in the enclosed self-addressed envelope. If you have any questions, call CUPA at (202) 429-0311, Ext. 18.

INSTITUTIONAL IDENTIFICATION

Only complete Sections 1, 3, 4, and 5 if label is not attached above or corrections are to be made to the label.

1. **FICE CODE** ____________________

2. **NAME OF RESPONDENT**

Respondent ____ Title ________________________________

Telephone ________________________

3. **ADDRESS**

Name of Institution ____

Address of Institution ____

City ________________________________ State __________________ Zip ____________________

4. **SOURCE OF SUPPORT** (check one)

a. ________ Public

b. ________ Private, religious-group affiliated

c. ________ Private, independent

5. **ARE YOU REPORTING FOR:** (check one)

a. ________ A single institution

b. ________ An administrative office of a system (all campuses)

c. ________ A main campus within a system

d. ________ A campus within a system

6. **SIZE MEASURES**

Please note for the following four questions: If you checked "administrative office of a system" in Number 5 above, then please answer the questions below with systemwide figures. If you checked either "a main campus heading a system" or "a campus within a system," supply individual campus figures.

a. ________________________________ Total full-time equivalent ENROLLMENT.

b. ________________________________ Total full-time equivalent FACULTY

c. ________________________________ Total full-time equivalent ADMINISTRATIVE STAFF (i.e., Executive, Administrative, Managerial, and Professional as defined by EEO categories 1 and 3)

d. ________________________________ Total 1990-91 BUDGET - Please indicate total dollar figure in millions (i.e., $1.2 million or $1,200,000.) (Budget includes the total institutional budget used for current educational and general operations (including research funds) exclusive of student aid, auxiliary enterprises such as hospitals, service functions, capital funds, and similar activities.)

7. What is the average percentage pay increase for your administrative staff for salary year 1990-91? (i.e., exempt positions, as defined in question 6c).

____

	YES	NO
8. Is your institution a member of CUPA?	____	____

1990-91
COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
ADMINISTRATIVE COMPENSATION SURVEY
(See Survey Position Instructions)

Please provide only the information asked for. Do not make changes (e.g., adding to or crossing out parts of titles). Please do not add positions or attach extra pages.

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one) M F	Minority Yes/No (circle one) Y N
Executive						
101.00 Chief Executive Officer System/District/MultiCampus Operation (President/Chancellor)				I O	M F	Y N
101.10 Assistant to the President of a System/District/MultiCampus Operation				I O	M F	Y N
102.00 Chief Executive Officer of a Single Institution (President/Chancellor)				I O	M F	Y N
102.10 Assistant to the President/Single Institution				I O	M F	Y N
103.00 Executive Vice President				I O	M F	Y N
Academic						
201.00 Chief Academic Officer				I O	M F	Y N
202.00 Chief Health Professions Officer				I O	M F	Y N
203.00 Director, Library Services				I O	M F	Y N
203.10 Circulation Librarian				I O	M F	Y N
203.20 Acquisitions Librarian				I O	M F	Y N
203.30 Technical Services Librarian				I O	M F	Y N
203.40 Public Services Librarian				I O	M F	Y N
203.50 Reference Librarian				I O	M F	Y N
204.00 Director, Institutional Research				I O	M F	Y N
204.10 Associate Director, Institutional Research				I O	M F	Y N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex	Minority
					Male/Fem. (circle one) M F	Yes/No (circle one) Y N
205.00 Director, Educational Media Services				I O	M F	Y N
206.00 Director, Learning Resources Center				I O	M F	Y N
207.00 Director, International Studies Education				I O	M F	Y N
208.00 Director, Computer Center Operations/Academic				I O	M F	Y N
208.10 Associate Director, Computer Center Operations/Academic				I O	M F	Y N
209.00 Administrator, Grants and Contracts				I O	M F	Y N

DEANS

210.00 Architecture				I O	M F	Y N
211.00 Agriculture				I O	M F	Y N
212.00 Arts and Letters				I O	M F	Y N
213.00 Arts and Sciences				I O	M F	Y N
214.00 Business				I O	M F	Y N
215.00 Communications				I O	M F	Y N
216.00 Continuing Education				I O	M F	Y N
217.00 Dentistry				I O	M F	Y N
218.00 Education				I O	M F	Y N
219.00 Engineering				I O	M F	Y N
221.00 Extension				I O	M F	Y N
222.00 Fine Arts				I O	M F	Y N
223.00 Graduate Programs				I O	M F	Y N
224.00 Health-Related Professions				I O	M F	Y N
225.00 Home Economics				I O	M F	Y N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)		Sex		Minority	
						Male/Fem. (circle one)		Yes/No (circle one)	
						M	F	Y	N
226.00 Humanities				I	O	M	F	Y	N
227.00 Instruction				I	O	M	F	Y	N
228.00 Law				I	O	M	F	Y	N
229.00 Library and Information Sciences				I	O	M	F	Y	N
230.00 Mathematics				I	O	M	F	Y	N
231.00 Medicine				I	O	M	F	Y	N
232.00 Music				I	O	M	F	Y	N
233.00 Nursing				I	O	M	F	Y	N
234.00 Occupational Studies/Vocational Education/Technology				I	O	M	F	Y	N
235.00 Pharmacy				I	O	M	F	Y	N
236.00 Public Health				I	O	M	F	Y	N
237.00 Sciences				I	O	M	F	Y	N
238.00 Social Sciences				I	O	M	F	Y	N
239.00 Social Work				I	O	M	F	Y	N
240.00 Special Programs				I	O	M	F	Y	N
241.00 Undergraduate Programs				I	O	M	F	Y	N
242.00 Veterinary Medicine				I	O	M	F	Y	N
Administrative									
301.00 Chief Business Officer				I	O	M	F	Y	N
301.01 Chief Administration Officer				I	O	M	F	Y	N
301.02 Chief Financial Officer				I	O	M	F	Y	N
301.10 Director, Health and Safety				I	O	M	F	Y	N
301.20 Director, Telecommunications				I	O	M	F	Y	N
302.00 Chief Planning Officer				I	O	M	F	Y	N
303.00 Chief Budgeting Officer				I	O	M	F	Y	N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)		Sex		Minority	
						Male/Fem. (circle one)		Yes/No (circle one)	
						M	F	Y	N
303.10 Associate Budget Director				I	O	M	F	Y	N
304.00 Chief Planning and Budget Officer				I	O	M	F	Y	N
305.00 General Counsel				I	O	M	F	Y	N
305.10 Staff Attorney(s)				I	O	M	F	Y	N
306.00 Chief Personnel/Human Resources Officer				I	O	M	F	Y	N
306.10 Associate Director, Personnel/Human Resources				I	O	M	F	Y	N
306.20 Manager, Benefits				I	O	M	F	Y	N
306.30 Manager, Training and Development				I	O	M	F	Y	N
306.40 Manager, Employee Relations				I	O	M	F	Y	N
306.50 Manager, Labor Relations				I	O	M	F	Y	N
306.60 Manager, Employment				I	O	M	F	Y	N
306.70 Manager, Wage and Salary/Manager, Compensation				I	O	M	F	Y	N
306.80 Manager, Personnel Information Systems				I	O	M	F	Y	N
307.00 Director, Affirmative Action/Equal Employment				I	O	M	F	Y	N
307.10 Associate Director, Affirmative Action/Equal Employment				I	O	M	F	Y	N
308.00 Director, Personnel and Affirmative Action				I	O	M	F	Y	N
309.00 Chief Computer Officer				I	O	M	F	Y	N
309.10 Associate Director, Computer Center				I	O	M	F	Y	N
309.20 Data Base Administrator				I	O	M	F	Y	N
309.30 Systems Analyst I (highest level)				I	O	M	F	Y	N
309.40 Systems Analyst II (lowest level)				I	O	M	F	Y	N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)		Sex		Minority	
						Male/Fem. (circle one)		Yes/No (circle one)	
						M	F	Y	N
309.50 Programmer Analyst I (highest level)				I	O	M	F	Y	N
309.60 Programmer Analyst II (lowest level)				I	O	M	F	Y	N
310.00 Director, Computer Center Operations/Administrative				I	O	M	F	Y	N
310.10 Associate Director, Computer Center Operations/ Administrative				I	O	M	F	Y	N
311.00 Director, Information Systems				I	O	M	F	Y	N
312.00 Chief, Physical Plant/Facilities Management Officer				I	O	M	F	Y	N
312.10 Associate Director, Physical Plant/Facilities Management				I	O	M	F	Y	N
312.20 Manager, Landscape and Grounds				I	O	M	F	Y	N
312.30 Manager, Building Maintenance Trades				I	O	M	F	Y	N
312.40 Manager, Technical Trades				I	O	M	F	Y	N
312.50 Manager, Custodial Services				I	O	M	F	Y	N
312.60 Manager, Power Plant				I	O	M	F	Y	N
313.00 Comptroller				I	O	M	F	Y	N
313.10 Manager, Payroll				I	O	M	F	Y	N
314.0 Director, Accounting				I	O	M	F	Y	N
314.10 Staff Accountant (highest level)				I	O	M	F	Y	N
314.20 Staff Accountant (lowest level)				I	O	M	F	Y	N
315.00 Bursar				I	O	M	F	Y	N
315.10 Associate Bursar				I	O	M	F	Y	N
316.00 Director, Purchasing/ Materials Management				I	O	M	F	Y	N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex		Minority	
					Male/Fem. (circle one)		Yes/No (circle one)	
					M	F	Y	N
316.10 Associate Director, Purchasing/Materials Management				I O	M	F	Y	N
317.00 Director, Bookstore				I O	M	F	Y	N
317.10 Associate Director, Bookstore				I O	M	F	Y	N
318.00 Director, Internal Audit				I O	M	F	Y	N
319.00 Director, Auxiliary Services				I O	M	F	Y	N
319.10 Manager, Mail Services				I O	M	F	Y	N
320.00 Director, Campus Security				I O	M	F	Y	N
321.00 Director, Risk Management and Insurance				I O	M	F	Y	N
322.00 Administrator, Hospital Medical Center				I O	M	F	Y	N
322.10 Director, Medical Center Public Relations/Affairs				I O	M	F	Y	N
322.20 Director, Medical Center Personnel				I O	M	F	Y	N
External Affairs								
401.00 Chief Development Officer				I O	M	F	Y	N
401.10 Director, Annual Giving				I O	M	F	Y	N
401.20 Director, Corporate/Foundation Relations				I O	M	F	Y	N
401.30 Coordinator, Resource Development				I O	M	F	Y	N
401.40 Director, Estate Planning				I O	M	F	Y	N
402.00 Chief Public Relations Officer				I O	M	F	Y	N
402.10 Director, Governmental/Legislative Relations				I O	M	F	Y	N
403.00 Chief Development and Public Relations Officer				I O	M	F	Y	N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)		Sex		Minority	
						Male/Fem. (circle one)		Yes/No (circle one)	
						M	F	Y	N
404.00 Director, Alumni Affairs				I	O	M	F	Y	N
405.00 Director, Development and Alumni Affairs				I	O	M	F	Y	N
406.00 Director, Special and Deferred Gifts				I	O	M	F	Y	N
407.00 Director, Church Relations				I	O	M	F	Y	N
408.00 Director, Community Services				I	O	M	F	Y	N
409.00 Director, Publications				I	O	M	F	Y	N
409.10 Associate Director, Publications				I	O	M	F	Y	N
409.20 Manager, Printing Services				I	O	M	F	Y	N
410.00 Director Information Office				I	O	M	F	Y	N
411.00 Director, News Bureau				I	O	M	F	Y	N
Student Services									
501.00 Chief Student Affairs Officer				I	O	M	F	Y	N
501.50 Dean of Students				I	O	M	F	Y	N
502.00 Chief Admissions Officer				I	O	M	F	Y	N
502.10 Associate Director, Admissions				I	O	M	F	Y	N
502.20 Admissions Counselor				I	O	M	F	Y	N
502.30 Academic Advisor				I	O	M	F	Y	N
503.00 Director, Admissions and Registrar				I	O	M	F	Y	N
504.00 Registrar				I	O	M	F	Y	N
504.10 Associate Registrar				I	O	M	F	Y	N
504.20 Assistant Registrar				I	O	M	F	Y	N
505.00 Director, Admissions and Financial Aid				I	O	M	F	Y	N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex		Minority	
					Male/Fem. (circle one) M	F	Yes/No (circle one) Y	N
506.00 Director, Student Financial Aid				I O	M	F	Y	N
506.10 Associate Director, Student Financial Aid				I O	M	F	Y	N
507.00 Director, Food Services				I O	M	F	Y	N
507.10 Associate Director, Food Services				I O	M	F	Y	N
508.00 Director, Student Housing				I O	M	F	Y	N
508.10 Associate Director, Student Housing				I O	M	F	Y	N
508.20 Housing Officer/Administrative Operations				I O	M	F	Y	N
508.30 Housing Officer/Residence Life				I O	M	F	Y	N
509.00 Director, Union and Student Activities				I O	M	F	Y	N
510.00 Director, Foreign Students				I O	M	F	Y	N
511.00 Director, Student Union				I O	M	F	Y	N
511.10 Associate Director, Student Union				I O	M	F	Y	N
512.00 Director, Student Activities				I O	M	F	Y	N
513.00 Director, Student Placement				I O	M	F	Y	N
514.00 Director, Student Counseling				I O	M	F	Y	N
514.10 Associate Director, Student Counseling				I O	M	F	Y	N
515.00 Director, Student Health Services (Physician Administrator)				I O	M	F	Y	N
516.00 Director, Student Health Services (Nurse Administrator)				I O	M	F	Y	N
517.00 Director, Campus Ministries				I O	M	F	Y	N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)		Sex		Minority	
						Male/Fem. (circle one)		Yes/No (circle one)	
						M	F	Y	N
518.00 Director, Athletics				I	O	M	F	Y	N
519.00 Director, Sports Information				I	O	M	F	Y	N
520.00 Director, Athletics/Men				I	O	M	F	Y	N
521.00 Director, Athletics/Women				I	O	M	F	Y	N
522.00 Director, Campus Recreation/Intramurals				I	O	M	F	Y	N
523.00 Chief Enrollment Management				I	O	M	F	Y	N
524.00 Director, Minority Affairs				I	O	M	F	Y	N
525.00 Director, Conferences				I	O	M	F	Y	N

PLEASE MAIL THE COMPLETED QUESTIONNAIRE
BY OCTOBER 1, 1990
to:

CUPA SURVEYS
BI-SSCC
1775 MASSACHUSETTS AVENUE, NW
WASHINGTON, DC 20036

Please be sure to keep a copy of the
completed questionnaire for your files.

[illegible]

[illegible]

BEST COPY AVAILABLE